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ERRATA

On page 442—Column 2—para. 5—for “Request for Review under Section 61 (12) *read* “Request for Review under Section 61 (2).

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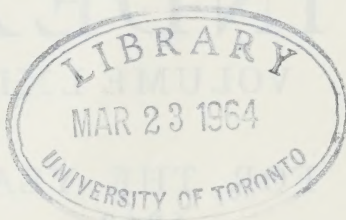
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LIST OF ABBREVIATIONS

AFL-CIO	— American Federation of Labor and Congress of Industrial Organizations.
AMC	— American Motors Corporation.
ARTEC	— Association of Radio and Television Employees of Canada.
BBG	— Board of Broadcast Governors.
CB	— Conciliation Board.
CBRT	— Canadian Brotherhood of Railway, Transport and General Workers.
CCC	— Canadian Chamber of Commerce.
CLC	— Canadian Labour Congress.
CNR	— Canadian National Railways.
CNTU	— Confederation of National Trade Unions.
CO	— Conciliation Officer.
CSAC	— Civil Service Association of Canada.
DBS	— Dominion Bureau of Statistics.
IAPA	— Industrial Accident Prevention Associations.
ILO	— International Labour Organization.
IWA	— International Woodworkers of America.
NPC	— National Productivity Council.
NUPSE	— National Union of Public Service Employees.
OECD	— Organization for Economic Co-operation and Development.
SIU	— Seafarers International Union.
TUC	— Trades Union Congress.
UAW	— United Automobile, Aerospace and Agricultural Implement Workers of America, International Union.



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NOTES OF CURRENT INTEREST

Committee Will Review Method Of Measuring U.S. Unemployment

United States President John F. Kennedy has appointed a committee of six professional economists to analyse the procedure by which the number of jobless is tabulated, and to make recommendations for improvement of the method. This action followed extensive criticism of the Government's method of counting the unemployed.

Federal Government leaders in the U.S. have been disturbed by the high level of unemployment that has obtained despite the current economic upsurge.

Criticism of the present method of counting the unemployed has come from union leaders who, however, assert that the figures are too low rather than too high. The jobless count, they say, should be higher to include as unemployed those involuntarily working part-time; these persons are now listed as employed.

On the opposite side have been critics who claim that students looking for work, and housewives seeking work to supplement the family income, should not be counted as unemployed.

Committee members are: Prof. Robert Aaron Gordon of the University of California, chairman; Robert Dorfman of Harvard University, Albert E. Ross of Chicago, Frederick F. Stephan of Princeton University, economist Etanley Ruttenberg of the AFL-CIO, and Martin R. Gainsburgh of the National Industrial Conference Board.

A Canadian committee to consider changes in the monthly statistical report on employment and unemployment was set up in March 1960. The committee's recommendation for a national estimate of unemployment was adopted by the Government in October that year (L.G. 1960, p. 1109).

Department Publishes Latest Wage Rates and Hours Report

Wage Rates, Salaries and Hours of Labour, Report No. 43, prepared by the Economics and Research Branch of the Department of Labour, has just been issued. It brings together in one volume the results of the October 1960 survey of wage rates, salaries and hours of labour in Canadian industry that were issued between February

and June 1961 in the form of loose-leaf tables for separate industries and communities.

As in previous years, tables are included for 85 separate industries, each providing information on wage rates for selected occupations particularly characteristic of the industry in question. Copies of the 400-page book (Catalogue No. L2-543) may be obtained from the Queen's Printer Ottawa, price \$1 each.

Citizens' Forum Exploring Impact Of Rapid Industrial Growth

In a series of 13 television programs, the CBC Citizens' Forum is exploring the aspects of rapid industrial development and its impact on the daily lives of Canadians.

Citizens' Forum, a joint project of the Canadian Broadcasting Corporation and the Canadian Association for Adult Education, decided on this subject for study because Canada is to be host in May and June this year to The Duke of Edinburgh's Second Commonwealth Study Conference on the human consequences of industrialization.

The series began January 14 with a program titled "In a Company Town," which studied the situation in a town where the requirements of industry have dictated where and how the inhabitants live.

The January 28 program, titled "In a Recently Incorporated Oil Town," dealt with a situation where Texan executives and government planners have converged on a remote community.

Next in the series will be "In a Group of Coal-Mining Towns," to be presented on February 4. It will portray conditions where hope still remains that this declining industry may survive.

February 11—In a Railway Town, depicting how the replacement of steam locomotives by diesels has affected town life.

February 25—In a New Pulp and Paper Community, where modern methods and concepts are likely to change the pattern of a whole area.

March 4—In a Fishing Town, where local Indians must adjust to mechanization and large-scale marketing.

March 11—In a Small Town, where one foundry, in a family for three generations, provides a living for a large sector of the community.

March 18—In a Rural Area, where industry has come to supplement agriculture.

March 25—In a Small Industrial Town, where traditions of family life have been broken up within a single generation.

April 1—In a Boom Town, a town which came into being, then dwindled away because of the pressures of fluctuations of world markets.

April 8—With the Emphasis on Women, dealing with the involvement of women in and their reactions to technological change.

April 15—With the Coming of Automation, a study of the change for the worker in heavy industry.

A summing up in a seminar will be presented on the April 22 program.

Commission on Status of Women Established by U.S. President

Employment problems of women will be studied by a Commission on the Status of Women established by United States President Kennedy by an executive order last month. Mrs. Eleanor Roosevelt has been appointed its chairman; Mrs. Esther Peterson, Assistant Secretary of Labor and Director of the U.S. Women's Bureau, is vice-chairman.

The Commission is composed of 26 men and women, supplemented by subcommittees. Its own small staff is to receive help from the Department of Labor and other government agencies and to seek co-operation of a wide variety of individuals, institutions and civic groups.

The Commission will study the progress and make recommendations for action in the following areas:

—Employment policies and practices of the federal Government.

—Employment policies and practices, including those on wages, under federal contracts.

—Effects of federal social insurance programs and tax laws on the net earnings and other income of women.

—Appraisal of federal and state labour laws dealing with such matters as hours, night work and wages, to determine whether they are accomplishing the purposes for which they were established and whether they need to be adapted to changing technological, economic and social developments.

—Differences in legal treatment of men and women in regard to political and civil rights, property rights, and family relations.

—New and expanded services that may be required for women as wives, mothers and workers, including education, counselling,

training, home services, and arrangements for care of children during the working day.

The Commission is expected to recommend means for giving appropriate recognition to women's civic and political accomplishments and rights, for strengthening home life and for protecting mothers who do not wish outside employment as well as those who seek it because of need or individual choice. It is also to recommend methods for overcoming discrimination against women in employment and civil, political and property rights, and to suggest how their skills should be developed and used to national advantage in domestic and international affairs.

The Commission's report is to be completed by October 1, 1963.

A week after President Kennedy's executive order, the Chairman of the U.S. Civil Service Commission instructed all government agencies to review their personnel policies and operations to make sure there is no discrimination against women. The agencies were given until March 1 to report on their review.

The agencies were told to include a statement of specific reasons when they requested a civil service list of persons eligible for employment on the basis of "men only" or "women only".

U.S. President Forms Committee To Help Find Jobs for Youth

United States President John F. Kennedy has named a 23-member committee in an effort to find work for about one million unemployed youths. The committee includes federal, state, and local officials and citizens.

Chairman of the committee is U.S. Secretary of Labor Arthur J. Goldberg. Others of cabinet rank in the committee are Secretary of Commerce Luther H. Hodges; Secretary of Health, Education and Welfare Abraham A. Ribicoff; Administrator of the Housing and Home Finance Agency Robert C. Weaver, and Attorney-General Robert F. Kennedy.

Labour leaders on the committee include President George Meany of the AFL-CIO; Mrs. Mildred Jeffreys, Community Relations Director of the United Auto Workers; Joseph A. Beirne, President, Communications Workers of America; and Cornelius J. Haggerty, President, Building and Construction Trades Department, AFL-CIO.

Donald J. Hardenbrook, National Vice-President, National Association of Manufacturers, and Richard Wagner, President, U.S. Chamber of Commerce, are also members.

Provincial Federation of Labour Presents Brief to B.C. Govt.

Vigorous efforts to reduce unemployment were urged by the British Columbia Federation of Labour in a brief presented to the provincial Cabinet last month. The Federation emphasized particularly the difficulties that young people between the ages of 17 and 24 years have in obtaining employment.

It suggested that a legislative committee be formed to deal with the problems of youths who are trying to find work on leaving school.

The Federation's delegation, which was led by President Robert Smeal and Secretary Pat O'Neal, saw little promise of increased employment during 1962.

The brief asked for financial help for those who are taking formal or vocational training while unemployed. It urged participation by the provincial Government in the winter works program to the extent of bearing 50 per cent of the cost of aid to municipalities, and a federal and provincial government program to provide more money for capital projects for schools, universities, hospitals, housing, roads and parks.

Raising of the basic minimum wage from the present "totally inadequate" 60 cents and hour to \$1.25 an hour, and measures to stop discrimination against job-seekers of more than 40 years of age in some industries, were also requested.

Other measures proposed were:

Restoration by the Government of medical care for single, unemployed men on social assistance.

—Free education at all levels, the cost to be borne by the general revenue fund.

—Collective bargaining rights for employees of the Government and of crown companies, by amendment of the Labour Relations Act and the Power Act by which the British Columbia Power Commission was set up.

—A bonding law to protect workers against "fly-by-night" contractors who go bankrupt and are unable to pay wages due their employees.

—An investigation into "deplorable conditions" in Vancouver's garment industry.

—Legislation to forbid firms from hiring professional strikebreakers, a practice that the Federation said was gaining popularity in British Columbia.

—Amendment of the Municipal Act to allow paid officers or employees of a municipality to be candidates for public office.

The Federation asked for a full investigation into the expropriation by the Government of the British Columbia Electric Co.

It favoured the expropriation, but questioned the manner in which it had been accomplished. It requested an appraisal of the Company's assets, with publication of all accounting details, and the right to submit the terms of the expropriation to arbitration.

The Federation presented a lengthy statement on real estate matters, in which it complained that mortgagees who charge high interest rates, and also require large bonus payments and short-term conditions of payment, are guilty of a "form of villainy."

Enactment was requested of "a bill requiring complete disclosure by all money-lenders of exact nominal, effective and true annual interest rates."

The brief reiterated the Federation's complaints against Bills 42 and 43, and contended that the result of these measures had been that employers have become "more arrogant and unapproachable," and that the trade union movement had been "crippled" and many workers deprived of an effective voice in the settlement of their problems.

Canada Offers 125 Scholarships Under Commonwealth Plan

Nominations for scholarships and fellowships under the Commonwealth Scholarship and Fellowship Plan were by March 31, 1961 being invited by 13 Commonwealth countries at a total rate of 525 awards a year, according to the Plan's first annual report. The number of scholarships and fellowships already instituted exceeds the 1,000 contemplated when the plan was set up. Of the total of 525, Canada was offering 125.

Review of Tritschler Report (Brandon Strike) in Next Issue

The report of Mr. Justice G. E. Tritschler into the strike at the plant of Brandon Packers Ltd. in Brandon was released in November. A review of this report will be published in the February issue of the *LABOUR GAZETTE*.

The report of the one-man commission contains the findings of a full inquiry into the course of negotiations between Local 255 of the United Packinghouse Workers and Brandon Packers Ltd., and the actions taken by both parties in connection with the strike, which began February 29 and continued until August 29, 1960.

The commission presented its report in February 1961 but publication was withheld lest its contents prove prejudicial to the trial of the company's two owners on charges of conspiracy, theft and fraud.

Employment in Canada in 1961

Expenditures on housing and durable goods, whose decline in 1960 held back the year's gain in output to 3 per cent, revived in 1961, setting stage for a more rapid and more broadly based economic expansion. Exports continued to rise

Expenditures on housing and durable goods, which when they declined in 1960 held back the year's advance in total output to 3 per cent, showed renewed strength in 1961, setting the stage for a more rapid and more broadly based expansion of economic activity in Canada.

In 1960, there was a good but not outstanding advance, as the increases in consumer spending on services and non-durable goods, in government expenditures and in exports were tempered by the declines in expenditures on housing and durable goods (L.G., Feb. 1961, p. 114).

In 1961, in addition to the revival in housing and in demand for durable goods, exports continued to rise, together with demands emanating from public expenditures and from consumer expenditures on services and non-durable goods. Expansion of business plant and equipment, although it did not place additional demands upon the productive resources of the country, showed signs of firming as the year progressed.

Reflecting these broader developments, the pace of over-all activity quickened noticeably during the course of the year. Labour income, employment and output rose to record levels and unemployment showed an encouraging decline.

In July, average earnings were 2.6 per cent higher than one year earlier, and about 2 per cent higher when allowance is made for price increases of consumer goods and services. When all the figures are in, they will probably show that employment in 1961 averaged about 1.5 per cent higher than the year before. There has been little change in the length of the work week in manufacturing; the standard 40-hour week has been fairly general since the beginning of 1960. Industrial production has shown a steady upward trend since the beginning of 1961 after showing declines for three successive quarters. The main advance has been in durable goods, which, as indicated earlier, was partly responsible for the slowdown in 1960.

The drop in unemployment during 1961 has been particularly encouraging. In the previous year, unemployment increased despite an employment advance of almost 2 per cent. In the summer and fall of 1961, however, unemployment declined very sharply and by November was estimated to

be 80,000 lower than a year earlier, though still somewhat higher than in November 1959. The coming of winter brings with it a seasonal slackening in employment and an increase in unemployment but because of the strength of recent advances in economic activity and the general atmosphere of confidence prevailing in industry, the rise in unemployment this winter is expected to be less than seasonal.

The Municipal Winter Works Incentive Program is expected to play an increasingly important role in stimulating employment at the local level this winter. This program was instituted by the federal Government in the fall of 1958 and has since grown rapidly. The estimated number employed under it numbered only 42,000 in the first winter but reached 121,000 in the winter of 1960-61. Projects submitted by municipalities so far this year indicate that the number employed under the expanded 1961-1962 program will be substantially higher this winter.

An important feature of 1961 was the renewed strength of demand in those areas of employment, notably durable goods manufacturing, where men make up a large part of the labour force. As a result, men accounted for a substantially larger proportion of the increase in employment than women. In November 1961, employment was 126,000 higher than a year earlier, and men accounted for more than half of the increase. This contrasts sharply with the pattern of the previous year, when virtually all of the increased number of employed were women and most of the increase was in the service-producing industries.

Much of the support for the rise in employment has come from renewed strengthening in manufacturing. In November, total manufacturing employment showed a year-to-year advance of 96,000. The most noticeable improvement was in durable goods. Sizeable gains were recorded in aircraft, shipbuilding, iron and steel products, motor vehicles and electrical apparatus. Most of the soft goods industries operated at moderately higher levels than the year before.

Employment in non-manufacturing industries declined slightly, mainly reflecting production cutbacks in mining and forestry. The

service-producing industries showed continuing strength, although they were less expansive than in the previous two years.

Activity in the construction industry was fairly well maintained. More houses were being built than in the previous year and there were increasing demands for institutional and government facilities. On the other hand, outlays for new plant and equipment showed a moderate decline, although in the final months of the year there were indications of slight upward revisions in investment plans. At mid-year a significant number of construction projects were behind schedule, partly because of unfavourable weather in the early spring. During the late fall, moreover, a strike held up work in the Montreal area. In most parts of the country, however, mild weather late in the year enabled contractors to make up for time lost earlier in the year.

The Labour Supply

The labour force increased at a slower rate during 1961 than in the previous year. For the first 11 months, the increase over the corresponding period in 1960 averaged only 120,000, representing a gain of 1.9 per cent. This compares with a rate of 2.8 per cent in 1960 and a long-term average of 2.2 per cent.

The slowdown in the growth of the male labour force was quite striking. Averaging only 34,000 higher than in 1960, the increase was considerably smaller than in any recent year. The female labour force showed a continuing high growth rate although the increase was less spectacular than in 1960. Expansion of jobs in the service-producing industries, which employ a relatively high proportion of women, has moderated somewhat from the unusually high rate in the previous year. As a result, somewhat fewer women have been attracted into the labour force.

Increased school attendance among males under the age of 20 had a significant influence on the growth rate of the male labour force during the past year. Other contributing factors were earlier retirements of older men and lower immigration. The total inflow of immigrants in the first nine months dropped to the lowest level in 10 years.

The increasing proportion of young people taking formal and informal training is encouraging. As job opportunities are limited for people lacking in skills or education, there is little doubt that this trend will continue. Under the new federal-provincial agreement (L.G., Nov. 1961, p. 1096), the technical and vocational training program

will be greatly increased. During the year ending March 1, 1962, it is estimated that \$85,000,000 will be spent on new school buildings and equipment. This greatly expanded building program, 75 per cent of which will be financed by the federal Government, will provide facilities for vocational courses at the high school level and the trade and technical levels in all areas of industrial, service and commercial activity. In this new agreement, emphasis is placed on upgrading and retraining those now employed, as well as on pre-employment training for those entering the labour force. The number of unemployed persons receiving training has increased each year and a substantial increase is expected during the coming winter.

The decline in unemployment was quite noticeable in the fall months of 1961. In the third quarter of the winter, the number unemployed averaged 328,000, or 4.9 per cent of the labour force. A year earlier it was 336,000, or 5.1 per cent of the labour force. The decrease over the year was mainly among unemployed men, particularly in the 20 to 24 age group.

Some 269,000 of those unemployed in the third quarter of 1961 were men and of these 93,000 were under 25 years, 101,000 were 25 to 44 years and 75,000 were over 45 years. Some 137,000, or slightly more than half, were married.

The number of unemployed women was 59,000 in the third quarter of 1961. Of these, 35,000 (more than 60 per cent) were under 25 years of age. Almost the same number were single.

The decline in unemployment during the year can be attributed largely to the employment recovery in durable goods manufacturing. Rehiring in these industries was responsible for a sharp drop in the number of unemployed men. The number of unemployed women was virtually unchanged over the year; in fact, unemployment among women has not changed appreciably for several years even though the proportion of women participating in the labour force has been rising steadily. This development reflects in part the generally strong demand for women workers, particularly in service industries.

Wages and Working Conditions

The average of weekly wages and salaries for non-farm employees in Canada was \$78.30 in July 1961. This represents an increase of \$2.02, or 2.6 per cent, over July 1960. This was a smaller rate of increase in wages and salaries than in the previous year, but as consumer prices rose

by only one half of 1 per cent in the period, the gain in real average earnings was more than 2 per cent.

The rise in weekly wages and salaries between July 1960 and July 1961 was shared by all major industrial groups in the economy. Above-average wage and salary gains were achieved in the finance and transportation sectors and more than 5-per-cent increase was recorded in the service industries. Wages and salaries in manufacturing and in trade increased by an amount equivalent to the average increase for all industries, whereas slightly less than average gains were achieved in the mining, construction and public utilities sectors of industry.

A survey of pension plans in effect in Canadian manufacturing industries on May 1, 1960 indicates that two out of three plant workers and about eight out of ten office workers were employed in establishments that provide a pension plan. In establishments that reported pension plans, more than two thirds of the plant workers and three quarters of the office workers were in establishments that provide to employees partial or full vested rights in the pension plan. Almost one half of both plant and office workers in manufacturing were in establishments with pension plans that provide for the integration of pension benefits with payments under the Old Age Security Act.

At the beginning of 1961 there were 1,446,942 union members in Canada, of

whom 1,070,837 were members of the Canadian Labour Congress. Union membership was about one third of the non-farm labour force.

In the first six months of last year, 116 major collective agreements, each affecting 500 or more workers, were signed; the agreements covered more than 280,000 workers in total and provided wage increases for 240,000. All but three of these agreements were signed without recourse to strike action. More than half of them covered workers in manufacturing and affected approximately 75,000 workers in this industry sector. Other major groups of employees for whom new contracts were negotiated were 110,000 non-operating railway workers, 42,000 employees in logging, and 28,000 hospital and municipal workers. Most of the major agreements signed during the first half of the year were for periods ranging between one and two years.

Wage increases of less than 10 cents an hour on base rates were the most common in one-year contracts and increases ranging between 5 and 15 cents an hour over the life of the agreement were most frequent in the two-year contracts. In the majority of the three-year contracts signed during this period, increases in base rates ranged from 10 to 20 cents an hour over the life of the agreement.

—Prepared by Labour Market Analysis Section in collaboration with Employment and Labour Market Division, Economics and Research Branch, Department of Labour.

Migration of Professional Workers into and out of Canada, 1946-1960

Nearly 92,000 professional workers immigrated to Canada between 1946-1960 but in 1950-60 period, 42,000 professional and technical workers emigrated to U.S.

Nearly 92,000 professional persons immigrated to Canada between 1946 and 1960; more than 54 per cent came during the five-year period 1953-57. Of this number, more than 16,000, or almost 18 per cent, were engineers, who constituted the largest single group of immigrants among the professional classes.

During the period 1950-60, however, Canada lost 42,014 professional and technical workers through emigration to the United States. Nearly 50 per cent of them were either engineers (18.7 per cent) or nurses (30.5 per cent). Emigration was heaviest in the years 1956, 1957, 1959 and 1960.

These statistics are given in a new bulletin just issued by the Department of Labour. The bulletin, *The Migration of Professional Workers Into and Out of Canada 1946-1960*, is No. 11 in the Professional Manpower Series prepared by the Economics and Research Branch.

The principal purpose of the report is "to assess the extent of the movement of professional manpower both into and out of the country, to point out the main characteristics of the manpower taking part in such migrations and to comment on some of the factors influencing the extent and nature of the movements," the book's foreword says.

Although in recent years the total number of immigrants has declined, the influx of professional workers has been maintained at the high level of 7,000 reached in 1952, with the result that the ratio of professional to total immigration reached 7.1 per cent in 1960.

The report points out that the immigration figures given have the weakness, among others, that they represent the occupations that the immigrants, before they left for Canada, said they intended to follow, and it cannot be assumed that they are the occupations actually followed by the immigrants after they arrived in this country.

The main weakness in the figures on emigration is that adequate information is available only on the exodus to the United States, the report says. As far as can be ascertained, however, "the combined emigration from Canada to the United States and to the United Kingdom, within recent years, has made up from 70 to 80 per cent of the total emigration from Canada, with the flow to the United States constituting more than 60 per cent of the total outward movement."

Factors Determining Immigration to Canada

During the period 1946-50, immigration of professionals, as of non-professionals, was held back by shortage of shipping; requirements for sponsoring; restrictions on the admission of former enemy aliens; special concessions in favour of displaced persons, very few of whom were in professional occupations; the unusually low proportion of British immigrants, among whom there had always been a large number of professionals; and the priority given by Canadian immigration policy to immigrants destined for work in agriculture and other primary industries.

In the period 1951-57, the main factor responsible for the sharp rise in the immigration of professionals was the liberalization of Canadian immigration policy in mid-1950.

This consisted largely of allowing a considerable volume of unsponsored immigration, varying with economic conditions in Canada. In fact, this meant an occupational selection of unsponsored immigrants in the light of domestic employment conditions. Controls on the admission of enemy aliens were likewise relaxed, and this had the result of increasing the immigration of Germans in various professional occupations from 1951 onwards.

The year 1957 was a turning point, and in 1958, 1959 and 1960 the flow dropped to less than half what it had been in 1957.

"The reasons for the decline in the immigration of professionals in these years have been mostly economic and have reflected conditions both at home and abroad," the report states.

Foremost among the reasons for the decline were the diminished demand for certain professional classes consequent upon the slackening of industrial activity in Canada, and, on the supply side, prosperous conditions in continental Europe and in the United Kingdom, which made it more difficult to attract professionals from these countries.

Types of Professional Immigrants

Next to engineers, graduate nurses formed the largest group of professional immigrants during the 1946-60 period, with 13,713, or 14.9 per cent of the total. Teachers and professors came next with 11,766, or 12.8 per cent; then draughtsmen and designers with 9,520, or 10.4 per cent.

Among engineers, the most numerous types were civil engineers with 4,930, electrical engineers with 4,362, and mechanical engineers with 3,963. The numbers of other professional groups are given in the bulletin. The proportion of professional immigrants to total immigrants was about 2 per cent during the period 1946 to 1951, except in 1947, when it reached 3 per cent. In 1952, it rose to 4.3 per cent. Since 1953 it has exceeded 5 per cent, reaching its highest point, 7.1 per cent, in 1960.

As a proportion of the total in the profession in the Canadian labour force in 1951, immigrant architects came first at 99.4 per cent. Draughtsmen and designers, electrical engineers and mechanical engineers came next, all of these professions exceeding 60 per cent. Numerically, teachers and professors stood almost the highest; but proportionately to the numbers of the profession in the labour force, they formed only 10.6 per cent.

Ethnic Origins of Immigrant Professionals

During the 1946-60 period, 53.1 per cent of the immigrant professionals were of British origin, 15.5 per cent from the United States, 5.2 per cent of German ethnic origin, and 3.9 per cent of Dutch origin. The ethnic origin of the remaining professional immigrants did not attain 3 per cent in any instance.

In the period 1953-1960, immigrant professionals of British origin made up 50 per cent or more of the immigrants in most professional fields.

Province of Destination of Immigrants

A little more than 70 per cent of the immigrant professionals during the 1946-1960 period gave Ontario or Quebec as their destination—46.7 per cent were going to Ontario and 23.5 per cent to Quebec. A little more than 11 per cent intended to go to British Columbia, 7.3 per cent to Alberta, and 3.4 and 3.2 per cent to Manitoba and Saskatchewan respectively. Only a small proportion gave as their destination the Maritime Provinces, the Yukon or the Northwest Territories.

Women among Immigrant Professionals

For professional occupations as a whole, the proportion of women professionals ranged from 26.5 in 1957 to 38.6 per cent in 1960. "The year 1957 actually recorded the highest number of women professionals admitted to Canada in the 12 years from which the data are available," the bulletin states.

Women constituted almost 100 per cent of the immigrant nurses, and 50 per cent or more of the teachers and professors admitted to Canada in all years. "The proportion of women among laboratory technicians and assistants ranged from 28.7 in 1953 to 41.3 per cent in 1958; and, among physicians and surgeons, from 10.6 in 1954 to 14 per cent in 1957. In 1953 and 1954, women dentists contributed over 18 per cent of the total of immigrant dentists for those two years, although the numbers involved were fairly small."

The study showed that "for each of the years . . . from 1947 to 1960, women professionals constituted a higher percentage of the total female immigrants destined to the Canadian labour force than did the male professionals admitted to Canada during the same years. This, in fact, corresponds with the situation for the Canadian labour force as a whole . . ."

Immigrants as Proportion of Professionals Hired

During the two-year period 1956-57, of the total number of 7,714 engineers, scientists, and architects hired by the 2,500 employers who took part in a survey conducted by the Department of Labour, 19.7 per cent were recent immigrants. Another survey covering the year 1959 showed that recent immigrants as a proportion of the total had declined to 15.6 per cent. The findings of the surveys are cited by the bulletin.

Emigration of Professionals—Causes

Reasons given in the report for the departure of professionals to the United States include: higher salaries in that country than

in Canada, greater variety of opportunities, close proximity to Canada, large number of students drawn to the United States to study and induced to remain there to work after studies are completed, and the rigours of the Canadian climate.

Referring to the loss to Canada of some of those who go to the United States to study, the bulletin points out that this is partly offset by the fact that, as regards the many who return to Canada, there is a return flow of professional skill that is acquired without cost to the Canadian taxpayer, who pays for the subsidizing of Canadian universities.

Of the types of professionals who emigrated to the United States during the 1950-60 period, nurses were the most conspicuous; they made up 30.5 per cent of the total of professional emigrants. Engineers constituted 18.7 per cent. Other groups were accountants and auditors (5.4 per cent), draughtsmen (5.2 per cent), teachers (9.4 per cent), scientists (4.4 per cent), physicians and surgeons (4.8 per cent), and technicians (7.4 per cent).

Net Immigration

During the 1950-60 period, the only year in which emigration of professionals exceeded immigration was 1950. The year of highest net immigration (immigration minus emigration) was 1957, when it reached 10,432. This was also the year in which both immigration and emigration reached their highest levels.

Nurses were the only group in which emigration exceeded immigration for the period as a whole, the number who entered Canada being 12,616, and the number who left the country for the United States being 12,834.

In net immigration three groups stood out far above the rest, together constituting 47 per cent of the total net immigration of professionals for the period. These were: engineers, 6,984; draughtsmen and designers, 6,510; and teachers and professors, 6,359.

For the whole 11-year period, emigration amounted to 49.5 per cent of total immigration. Except for 1950, when there was a net loss, the ratio of emigrants to immigrants was highest in 1959, when it amounted to 73.5 per cent. In 1960 it was only slightly lower at 72.6 per cent. The ratio was lowest in the years 1953, 1954 and 1957, when it was 32.8, 34.6 and 35.0 per cent respectively.

In every one of the years 1946 to 1960 emigration of Canadian professionals to the United States was partly balanced by immigration of professionals from that country to Canada. In 1946, for example, immigration was 500, and emigration, 2,127;

in 1952, the figures were 1,381 and 3,172 respectively; in 1957, they were 1,154 and 5,608, and in 1960, they were 1,628 and 5,400.

One important way in which professionals come into Canada from the United States, and to a lesser extent from the United Kingdom, although the numbers involved cannot be measured, is the considerable inflow of immigrants who come to Canada to manage and administer Canadian subsidiaries of American companies.

From 1953 to 1960, for example, 5,013 persons from the United States indicated "manager" as their intended occupation, compared with 3,412 who immigrated from the United Kingdom during the same period. A good proportion of those classed as managers are believed to have had professional training.

Immigration vs. Graduations as Source of Supply

In many fields for several years, total immigration contributed larger numbers of professionals than did the corresponding graduations during the same years. "In fact, in 1957, the immigration of professionals in total exceeded the total number of university graduations in professional fields in Canada," the bulletin states.

"On the other hand, during the period under review, total immigration made the smallest contribution in comparison with graduations in terms of manpower in the year 1950, when total immigration comprised less than one tenth of the total number of graduations for that year."

Even net immigration in a few instances supplied more, or nearly as many professionals as the numbers graduated from Canadian universities. This was the case with chemistry for all years, with architecture in four years, and with engineering in two years.

In the United States, the President's committee on equal employment opportunity received 443 complaints of discrimination in companies doing government contract work, during its first seven months of operation. Of these, 121 were disposed of—71 adjusted, 14 withdrawn, 24 dismissed for "no cause"

In conclusion the bulletin says: "There is no doubt that the immigration of professionals within the last decade and a half has made a valuable contribution to the Canadian economy as a whole and to certain professions in particular. Many of these immigrants have come to this country already fully trained and frequently with considerable work experience behind them. In many instances, they have also brought along new ideas as well as fresh approaches to the solution of our problems.

"Immigration also possesses a great advantage over other sources of manpower supply inasmuch as the flow can be adjusted to changes in the labour market through government policy . . ."

Regarding the outlook, the report says that, notwithstanding the greater difficulty in obtaining immigrants of this type than in earlier years, it is expected that the flow of immigrant professionals will remain at about the current level within the foreseeable future. But, since emigration of professionals to the United States is expected to continue its slightly upward trend, the result will be that net immigration of professional workers will probably decline as a proportion of total new supplies and show a net loss in certain professional fields. This situation has already developed in the case of engineers, draughtsmen and nurses, which registered net losses in 1959 and again in 1960.

"In the final analysis," the report continues, "this means that relatively more professional workers will have to be trained in Canada to meet the expected requirements for this type of worker. Fortunately, because of the rising college age population and other reasons, it is expected that Canadian university enrolments and graduations will increase markedly in the 1960's and, in fact, by 1970 be more than double that of 1960."

and 12 dismissed for "no jurisdiction." The remaining cases are being investigated.

In government employment, 593 complaints were received, of which 70 were handled: 17 were adjusted by corrective action, 29 concluded with no finding of discrimination, 12 withdrawn, 9 dismissed, and 3 dropped for failure to appear.

Professional Manpower Advisory Committee

At its seventh meeting, Committee recommends establishment of subcommittee to review available statistical information on professional manpower, suggest how to fill gaps in the information, reduce overlapping in gathering information

The establishment of a subcommittee to review the statistical information available regarding professional manpower, to suggest how gaps in the information might be filled, and to reduce overlapping of efforts in the gathering of information was recommended by the Advisory Committee on Professional Manpower at its seventh meeting, held on December 4.

Another suggestion made by the Committee was that a handbook or compendium of statistical information on professional manpower should be published. The delegates thought that those who wanted such information were frequently at a loss to know where to find it, even though it had been published, and that a publication of the kind suggested would be useful in drawing together the information available.

The meeting, which was attended by representatives of professional associations, industry, education, and federal Government departments and crown companies, was opened by Dr. W. R. Dymond, Assistant Deputy Minister of Labour and former Director of the Economics and Research Branch of the Department.

After some introductory remarks about changes that had occurred in the professional manpower situation since the Committee was founded in 1955, Dr. Dymond turned over the chairmanship to the meeting to J. P. Francis, newly-appointed Director of the Branch.

Mr. Francis gave a brief report on the action that had been taken concerning suggestions made by the Committee at the previous meeting. One of the suggestions had been that preliminary reports on the cycle survey of one third of the persons in the Register of Scientific and Technical Personnel, kept by the Economics and Research Branch, should be sent to all those whose names were in the Register, instead of only to the one third who were covered by the survey each year. Mr. Francis said that this suggestion had been followed this year.

A second suggestion had been that the Register should be extended to include the social sciences. This had been carefully considered, the chairman said, but so far the resources of the Branch had not been enough to cover the extra work. In reply to questions, he said that lack of resources was

not the only obstacle. Another difficulty was that problems were not as clearly defined in this field as in others.

Regarding the shortage of medical doctors, Mr. Francis remarked that this question was being studied by the Royal Commission on health. He also pointed out that the Department of Labour was precluded from dealing with the medical profession because it came under the purview of the Department of Health and Welfare.

A third suggestion made at the previous meeting had been that more survey work should be done regarding technicians. Mr. Francis said that a National Advisory Committee on Technical Education (L.G., June 1961, p. 546) had held a meeting during the summer under arrangements made by the Vocational Training Branch, and that work was going ahead as a result. The Economics and Research Branch was also preparing an occupational monograph on technicians.

Regarding a fourth suggestion that there should be a broader circulation of the material issued by the Branch regarding research into professional manpower, the chairman said that nothing definite had been done yet, but that there was a growing interest in the Branch's material and that circulation had been growing as a result.

The chairman welcomed the representatives of two new groups on the Committee, the Canadian Veterinary Medical Association and the Pay Research Bureau of the Civil Service Commission.

Dr. Paul H. Casselman

Changes made in the June 1961 census should greatly add to our knowledge of technical and professional manpower, said Dr. Paul H. Casselman in a paper on "Sources of Information on Professional Manpower and Plans for the Future," in which he outlined some of the statistical problems involved in obtaining this kind of information.

"For the first time, information will be available on the major science occupations and, also of great significance, more details will be obtained on the educational background of the Canadian population," he continued. "In the 1951 and earlier censuses, high school and university graduates could not be separated. The data on university and college graduates, which will be obtained as

a result of the June 1961 census, will, it is hoped, allow us to make the best global assessment survey ever made of specialized manpower resources in Canada.

"By relating level of education to earnings, we will be able to throw some light on the question of investment in human capital and on the returns on this investment, and on the relation between education and economic growth."

The 1961 census data, when available, Dr. Casselman said, should also throw more light on the part played by immigration in adding to the supply of the various kinds of professional manpower in Canada during the period 1951-61.

"The establishment of the Economic and Social Research Division in the Department of Citizenship and Immigration has already added to our knowledge in the area as a result of a survey, and release of a subsequent report, dealing with the adjustment process of some 7,000 immigrants to Canada.

"Lastly, proposed changes in the [statistics on] intended professional occupations of immigrants, to be made starting in 1962, will provide us with information on the science, technician and certain other occupations which, so far, has escaped us," the speaker said.

A. M. Sargent

About 85 per cent of the Canadians who graduated from Canadian universities with a Ph.D. degree in science or engineering in 1960-61 and who were immediately entering employment signified that they intended to work in Canada. This was learned in a survey of the future plans of Canadian graduate students conducted by the National Research Council.

The processing and analysis of the data obtained by the survey were undertaken by the Economics and Research Branch of the Department of Labour, and a report on the survey was given to the Committee by A. M. Sargent of that Branch.

The number of new Ph.D. graduates from Canadian universities included in the survey was 423. Of this number 307, i.e., about three quarters, intended to enter employment at the completion of their doctorate studies. The other 116 intended to go on to studies at a higher level.

Of the 307 new doctors who were planning to go to work after graduation, 208 were Canadians, and of this number only 30 had accepted employment outside Canada.

Information was received in the survey from 165 Canadians studying in American universities who expected to graduate with a doctor's degree during the year 1960-61. Of this number, 114 had made definite plans for the immediate future; 85 had obtained employment, and the other 29 had decided to continue their studies. Of the 85 who had taken jobs, 57—or about 67 per cent—stated that they were returning to Canada to work, 27 were remaining in the United States, and one was going to Britain.

Regarding the type of employment entered by the new graduates, the survey showed that 42 per cent of the new graduate doctors from Canadian universities in the science and engineering classes who were entering employment in Canada had secured employment in universities, 30 per cent planned to enter federal government employment, and 18 per cent had obtained jobs in industry.

Regarding the salaries in prospect for the new graduates, the lowest average annual salary was paid by universities—\$6,500. The average annual salary paid by the federal Government was only 2 per cent higher at \$6,630, and the average salary paid by industry was \$7,740, which exceeded the university rate by 19 per cent.

"A comparison between the average salaries paid by universities in Canada and those paid by universities in the United States shows a differential in favour of American employment of only 5 per cent," the report said.

N. M. Meltz

In a talk on "Trends in Professional Manpower Requirements," N. M. Meltz, Department of Labour, discussed the professional manpower situation in the country as a whole and also with reference to changes in the occupational requirements of a selected sample of firms in the electrical products industry.

The proportion of professionals in the Canadian labour force has been increasing steadily since 1901, and with especial rapidity during the last decade, Mr. Meltz pointed out. By far the largest part of the increase has been due to the expansion of sectors of the economy that employ large proportions of professionals. He mentioned the service industries, particularly community service, as a group in which growth had been most marked.

To find out the reasons for these general trends, the Department of Labour has been making studies in selected industries and firms, Mr. Meltz said. A pilot study of four firms in the electrical apparatus and supplies industry is being completed with the

object of determining the various factors that affect the total numbers employed by a firm and the numbers employed in certain occupations.

Although it was too early yet to form definite conclusions as a result of the study, it was hoped that it would provide the means for assessing future manpower requirements.

J. P. Francis

Investment in science and education will increasingly bulk large in the western countries' plans for promoting economic growth. This was the belief of the Committee for Scientific and Technical Personnel established by the Organization for Economic Co-operation and Development, which came to this conclusion at a meeting in Paris early in November because, although economic growth is more and more based on the application of scientific knowledge, the necessary scientific resources are scarce, said J. P. Francis, Director, Economics and Research Branch, Department of Labour, who was the Canadian representative.

The program of action agreed upon by the Committee included: steps to assess the supply of and demand for scientific and technical personnel and the appropriate planning of investment and allocation of resources; development of the most effective means of supplying basic scientific and technical education; investigation into the ways in which industry may best train and make use of scientific and technical personnel; and provision for consultation between the various countries regarding the above objectives.

Concerning the first of these objectives, Mr. Francis said, the Committee thought that "the study of people and their skills as an important part of national wealth, and of the economic returns from investment in educated manpower, have been neglected by those contributing to economic theory."

With a view to overcoming this deficiency two steps were decided on, "First, a study group on the economics of education was set up last year and provision was made for this group to continue its work throughout the coming year. Second, a policy conference on economic growth and investment in education was organized and held in Washington in September of this year."

Another measure being undertaken was the carrying out in member countries of the Third International Survey on the demand for and supply of scientific and technical personnel. This survey would provide

information that would serve as a guide in the development of the OECD'S work in the future, Mr. Francis said.

He pointed out that the survey had already shown the need for considerable improvement in the quality of statistics on the subject. As a result, one or two member countries had been asked to conduct pilot experiments in gathering and analysing such statistical data.

The survey had also shown that there were some serious shortages of scientific and technical personnel in member countries, and attention was being especially concentrated on shortages of mathematicians and statisticians in many of these countries. Information on technicians was considered to be inadequate.

The Committee had also agreed upon two proposals regarding the assessment of needs and resources in technical education. The first was that pilot teams on investment planning and education development should be established to obtain a clearer view of the resources needed. Several countries were being asked to take part in this. Secondly, it was agreed that an effort should be made to collect data on educational expenditures that could be used as a basis for sound international comparisons.

Another project was the collection of information regarding the plans of member countries for expanding higher education, and the comparison of these plans with the needs of the economies of the countries involved.

In the second main sphere of action, i.e., that regarding the development of scientific and technical manpower, the Committee thought that, whereas in the past in several western countries the problem had been how to make the best use of the limited educational opportunities available, in the future the limiting factor might be a shortage of talent to take advantage of the opportunities offered.

Bearing on this question, Mr. Francis said, a report on a conference held in Sweden last June on "Ability and Educational Opportunity in a Modern Economy" was being prepared and would be submitted to the next meeting of the OECD Committee with proposals for action on the lines indicated. This conference had paid particular attention to those persons with intellectual capacity who have not been attracted into higher technological education.

Another project concerns the wastage of university talent due to the high proportion of student failure. A general study on this is in the preparatory stage and will be continued in 1961-62, he said.

Owing to the shortage of resources for expanding the teaching of scientific subjects in OECD member countries, the Committee had considered the use of new methods of teaching science, of which the use of television was one. It was proposed that the OECD should develop two pilot experiments in the possibilities of this method of teaching.

Pilot experiments conducted under the auspices of the Organization for European Economic Co-operation (the forerunner of OECD) concerning secondary school and university curricula in the sciences had resulted in studies that led to the issuing of useful reports on the modern teaching of mathematics, physics and chemistry in secondary schools. The OECD Committee thought that this work should be followed up.

The Committee also considered that there should be more co-ordination in the teaching of science and mathematics in secondary schools, and that those responsible for the teaching of these subjects should be brought together for this purpose. Curricula in science and mathematics in universities should also be examined in relation to changes taking place in the curricula of secondary schools, the Committee thought.

The third important sphere of action discussed by the Committee was the training and utilization of scientific and technical personnel for and by industry. As the outcome of a conference on this subject held in Germany last spring, plans were under way for the holding of another conference to examine the demand for technicians, the development of standards of comparison between the various categories of technicians from country to country and from industry to industry, and the relative roles of industry and education in the training of technicians.

It had been suggested, Mr. Francis said, that such a conference might be held in Canada some time during the latter part of 1962, and this proposal would be considered at the next meeting of the OECD Committee.

Another result of the conference in Germany was that the Secretariat was studying possible action regarding the education and utilization of research engineers in industry, and the best ratio between technicians and engineers in various industries.

One of the main purposes of the activities of the Committee, Mr. Francis said in conclusion, was "that of influencing policies concerning the education and utilization of scientific and technical personnel." It was

hoped that this would be accomplished through the bringing together of key people from the various countries concerned.

He remarked that the activities of the OECD seemed to be relevant to Canadian interests in a number of ways, and now that Canada was a full member of the Organization it was expected that greater benefits would be reaped from the connection.

Dr. W. R. Dymond

A report on the Symposium on Education Investment and Economic Growth, convened by the Organization for Economic Co-operation and Development in Washington in October, was given by Dr. W. R. Dymond, Assistant Deputy Minister of Labour, who attended the meeting as a representative of the Canadian Government.

The conference, which was attended by financial and educational representatives of OECD member countries, addressed itself to two challenging questions in the field of education, Dr. Dymond said. These were: to try to measure the tasks facing educators within the conference's sphere of operations during the next decade; and to explore ways and means by which the developed countries could meet the needs and requests of the underdeveloped countries in connection with their efforts to expand their educational services.

Although the conference recognized that investment in education is necessary for economic growth, it did not lose sight of the fact that the basic purpose of education is not economic. It thought, however, that economic growth was required to enable the costs of education to be met.

Moreover, the driving force of economic and social needs would stimulate the expansion of educational services both in the advanced and in the underdeveloped countries.

The results of investment in education depend on efficient use of the sums invested, and some branches of education need reforming to maintain efficiency. Even where reforms are made, expenditures on education are likely to double over the next decade.

Most of these expenditures would be in secondary and higher education.

Educational objectives should not be set in a vacuum but must take economic and social changes into consideration. This meant frequent revision of both techniques and objectives. Three necessary elements of sound planning of education were: good statistical data, a study of school enrolment, and a study of methods of reducing the cost of building schools.

More rapid expansion of educational facilities would be needed in the underdeveloped countries than elsewhere, and such countries were not likely to be able to accomplish this without outside help. This was a problem that must be overcome if economic and social advance were to be made within the area served by the Organization for Economic Co-operation and Development.

The conference thought that the advanced countries should be willing to give help on a large scale, not only in the form of money but also by supplying teachers and technical advice. For some time it might be necessary for teachers for the underdeveloped countries to be trained in the universities of the more advanced ones, Dr. Dymond said. Such help would be reflected in an improvement in the general welfare of the whole area served by the OECD.

Impact of Electronic Data Processing

High proportion of senior occupations required after introduction of electronic data processing is one striking characteristic of the manning of computers

One of the striking characteristics of the manning of electronic data processing operations is the high proportion of senior planning, administrative and programming occupations, in comparison with the junior operating ones, according to a report just published by the Department of Labour. Of the 1,216 full-time jobs that had been created by the introduction of electronic data processing (EDP) in Canada up to January 1, 1960, those in the high-level categories numbered 646, and amounted to 53 per cent of the total.

The establishment whose experience with EDP forms the basis for the report was able to recruit from its own employees personnel with the potential skills needed for the planning, programming and operation of an EDP system.

The bulletin, which is No. 9B in the series, "Research Program on the Training of Skilled Manpower," is entitled, *Technological Changes and Skilled Manpower: Electronic Data Processing Occupations in a Large Insurance Company*. It is an interim report on the second stage of a research project regarding electronic data processing.

A report on the findings of the first stage, a survey by questionnaire sent to all known Canadian users of EDP at the beginning of 1960, was published last year as Report No. 9A in the series (L.G., May 1961, p. 444). The second stage is designed to obtain information on the impact of EDP on displacement, employment and unemployment, training and retraining, job content, clerical job mix, organizational structure and management. The data are being collected through field interviews at a sample number of establishments using computers. Most of Report No. 9B is based on a case study of one user, a large Canadian insurance company.

The bulletin points out that, as this interim report is based on the experience of one company only, "care should be exercised to avoid interpreting the information . . . as a reflection of 'general practice'." But as information accumulates on the experience of individual organizations with EDP occupations, it is hoped that it will be of value to "other organizations contemplating or involved in EDP applications."

The material on project planners and systems analysts that forms the basis for Chapter II of the report was derived from a review of the literature in Canada and the United States that deals with the subject. A bibliography is given at the end of the bulletin.

The occupations covered by the report are: administrators, project planners, and systems analysts, at the highest level; programmers, programmer operators, and coders, at the second level; console operators and tape handlers; computer engineers and technicians; and, at the junior level, peripheral equipment operators, data typists, tape librarians, etc.

Taking each of the new EDP occupations in turn, the bulletin describes the work involved in the occupation, the kind of people employed, how they are selected and trained, the kind of skill and knowledge required, and how those employed feel about their work and prospects.

Report No. 9B was prepared by Dr. John C. McDonald of the Training Research Section, Manpower Resources Division, Economics and Research Branch, under the direction of J. P. Francis, at that time Chief of the Division, and the supervision of Philip Cohen, Section Head.

Latest Labour Statistics

(Latest available statistics at January 15, 1962)

Principal Items	Date	Amount	Percentage Change From			
			Previous Month		Previous Year	
<i>Manpower</i>						
Total civilian labour force(a)..... (000)	December	6,495	—	0.1	+	1.0
Employed..... (000)	December	6,082	—	1.2	+	3.0
Agriculture..... (000)	December	599	—	4.8	—	1.8
Non-agriculture..... (000)	December	5,483	—	0.8	+	3.6
Paid workers..... (000)	December	4,976	—	1.2	+	3.0
At work 35 hours or more..... (000)	December	5,174	—	1.4	+	2.9
At work less than 35 hours..... (000)	December	769	+	5.6	+	2.0
Employed but not at work..... (000)	December	139	—	21.9	+	13.9
Unemployed..... (000)	December	413	+	18.3	—	21.8
Atlantic..... (000)	December	64	+	25.5	—	7.3
Quebec..... (000)	December	129	+	15.2	—	29.5
Ontario..... (000)	December	113	+	14.1	—	26.2
Prairie..... (000)	December	61	+	24.5	+	1.7
Pacific..... (000)	December	46	+	21.1	—	27.0
Without work and seeking work..... (000)	December	390	+	17.8	—	20.3
On temporary layoff up to 30 days..... (000)	December	23	+	27.8	—	41.0
Industrial employment (1949=100).....	October	122.8	—	0.4	+	1.1
Manufacturing employment (1949=100).....	October	112.1	—	0.6	+	2.3
Immigration.....	1st 9 mos. 1961	56,168	—	—	—	33.0
Destined to the labour force.....	1st 9 mos. 1961	27,872	—	—	—	37.1
<i>Strikes and Lockouts</i>						
Strikes and lockouts.....	December	42	—	12.5	+	44.8
No. of workers involved.....	December	22,053	+	99.9	+	1,066.8
Duration in man days.....	December	139,390	+	12.5	+	360.3
<i>Earnings and Income</i>						
Average weekly wages and salaries (ind. comp.)....	October	\$79.06	+	0.4	+	3.2
Average hourly earnings (mfg.).....	October	\$1.84	+	1.7	+	3.4
Average hours worked per week (mfg.).....	October	41.2	—	0.3	+	1.2
Average weekly wages (mfg.).....	October	\$75.67	+	0.9	+	4.1
Consumer price index (1949=100).....	December	129.8	+	0.1	+	0.2
Index numbers of weekly wages in 1949 dollars (1949=100).....	October	139.8	+	0.5	+	4.1
Total labour income.....\$000,000	October	1,681	—	0.8	+	5.1
<i>Industrial Production</i>						
Total (average 1949=100).....	November	184.3	+	0.4	+	7.8
Manufacturing.....	November	163.2	—	0.5	+	7.0
Durables.....	November	156.9	+	0.5	+	9.3
Non-durables.....	November	168.6	—	1.2	+	5.3

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 624, July 1961 issue.

Manpower Situation, Fourth Quarter, 1961

The pace of economic activity, which began to quicken in the second quarter of 1961, gained momentum as the year progressed. By the end of the year, the advances in output and employment had spread to a large number of industries.

The underlying trend of unemployment declined steadily during the fourth quarter and the unemployment level in December was substantially lower than the year before.

A noteworthy feature of the recent advances in output and employment was the strength of the demand forces that earlier had exerted a moderating influence upon the developing economic recovery. Outlays for new plant and equipment increased substantially after mid-year after declining for two consecutive quarters, and housing, which showed signs of tapering off in the second quarter, followed an upward course during the last half of the year.

Consumer spending, one of the expansive elements during the first half of 1961, increased at a faster rate during the second half as a result of advancing income levels. In the third quarter, consumer expenditures (goods and services) showed a rise of 4.3 per cent over the figure for the corresponding period of 1960. Much of the increased spending was for services and durable goods.

In addition to these encouraging developments, the economy continued to receive support from the government sector and from exports. Expenditures at all levels of government increased during the third quarter and showed no signs of abatement during the closing quarter. Merchandise exports increased sharply in October (the most recent month for which data are available) and were up about 15 per cent from the corresponding month of 1960. For the first 10 months the value of exports to all countries showed a rise of a little better than 4 per cent.

A sharp rise in shipments to the United States accounted for much of the year-to-year increase. Exports to the U.S. showed a substantial pickup since mid-summer, but for the first 10 months they were only 2 per cent above the level of the previous year. The recent advances in the value of shipments to the U.S. were probably influenced to some extent by the economic recovery that has taken place in that country. A significant factor in the rise, however, was the decline in the value of the Canadian dollar.

Reflecting the improvements in these basic demand factors, employment declined less than seasonally between the third and

fourth quarters. The relatively small decline in manufacturing was particularly encouraging: the employment drop from the third to fourth quarter amounted to 19,000 compared with decreases of 41,000 in 1959 and 34,000 in 1960.

Construction employment also held up better than usual. This improvement was influenced in part by the fact that favourable weather extended into December. At the same time there was some evidence of renewed strengthening in certain sectors of non-residential construction that were sources of weakness earlier in the year.

Forestry employment increased more than seasonally during the final quarter of 1961, although the level was still somewhat lower than the year before. The improvement was concentrated in the two coastal regions. In Quebec, the increase in forestry employment during the fourth quarter was less than usual.

The service industry showed a slightly better than seasonal rise in employment between the third and fourth quarter. As the table below shows, the advance was somewhat smaller than a year ago, however. It will be remembered that, throughout 1960, employment in the service industry showed a remarkable rate of growth; demands were particularly strong in occupations that employ a high proportion of women. On the other hand, durable goods manufacturing industries, which employ mainly men, showed a substantial decline during this period. The net result was a disproportionate rise in women's employment during 1960. By contrast, the employment expansion during the past year, and more particularly in recent months, was most marked among men. In the fourth quarter employed men averaged 82,000 higher than a year earlier; the number of employed women was 49,000 higher.

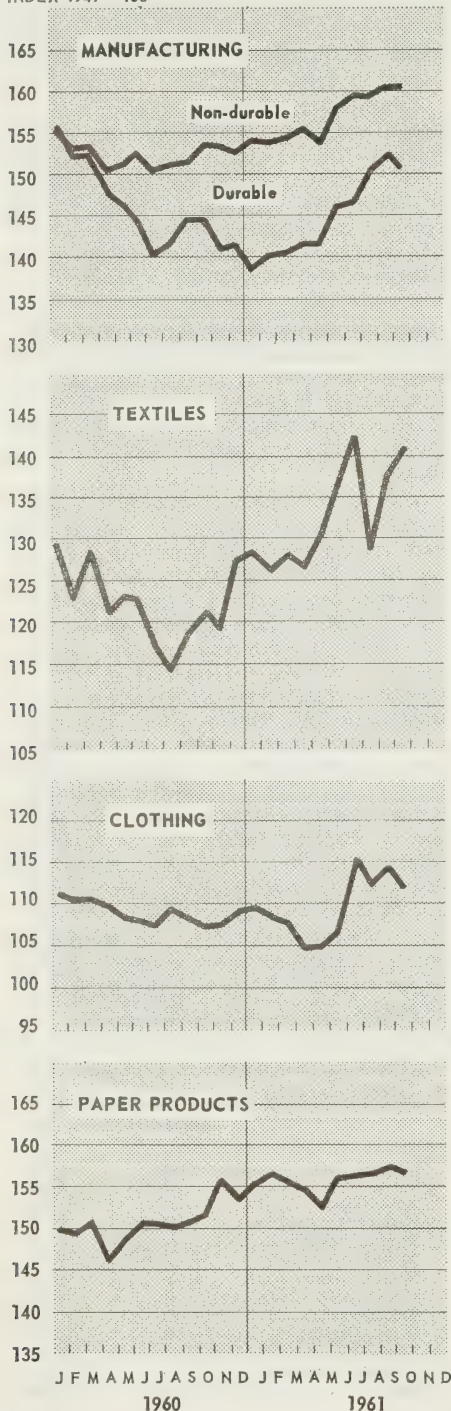
The change in employment between the third and fourth quarters of 1961 and 1960, by industry and by sex, was:

	1961	1960
Men	-191	-233
Women	+ 8	+ 27
All Industries	-183	-206
Agriculture	-129	-147
Forestry	+ 17	+ 9
Fishing, trapping	- 13	- 9
Mining, quarrying	+ 2	- 9
Manufacturing	- 19	- 34
Construction	- 41	- 55
Transportation	- 20	- 23
Public Utilities	- 3	0
Trade	- 11	+ 19
Finance, insurance....	- 3	- 3
Service	+ 37	+ 46

INDUSTRIAL PRODUCTION

Selected Industries
(seasonally adjusted)

INDEX 1949 = 100



The improvement in manufacturing during the fourth quarter was on a broad base, sizeable employment gains being recorded in motor vehicles, electrical apparatus, shipbuilding, rubber products and textiles. The railway rolling stock industry showed some improvement from the low level of the previous quarter and there were moderate advances in paper products, leather, sheet-metal products and fabricated steel. Employment in primary iron and steel, which had been rising steadily since the beginning of the year, showed little change during the quarter. Agricultural implements was the only industry that experienced a significant employment decline. Activity in this industry was at a relatively low level all year.

A year-over-year comparison (quarterly averages) shows a rise in manufacturing employment of 83,000; all major industries except agricultural implements and railway rolling stock shared in the advance. As indicated earlier, some of the largest gains took place among durable goods industries, which bore the brunt of the slowdown in economic activity during 1960.

Employment in the electrical apparatus and supplies industries increased by 7 per cent over the year, regaining all of the earlier losses. Other industries that showed sizeable gains were shipbuilding, aircraft and motor vehicles.

In all major manufacturing industries the recovery in production proceeded at a faster pace than that in employment. This development is not unusual in the early stages of recovery. The difference between production and employment trends was most marked in the primary iron and steel industry, where industrial production (seasonally adjusted) rose by 38 per cent between January and October, compared with an employment rise of only 4 per cent.

The shipbuilding industry made a particularly strong comeback during 1961. In October, employment was 20 per cent higher than a year earlier and 7 per cent higher than in October 1959. The revival in shipbuilding activity can be traced in part to the introduction of shipbuilding subsidies and other measures designed to assist the industry.

In non-manufacturing industries, the largest year-to-year employment gain was in service. During the fourth quarter, service employment averaged 66,000 higher than a year earlier. Employment in trade was slightly lower, on average, than in the closing quarter of 1960 but in finance and insurance it was a little higher. Employment in industry groups other than manufacturing was much the same as a year ago.

Most reports from across the country indicate that the upward trend in manufacturing employment is expected to continue into 1962. Consumer demand has been generally on the upswing and has shown signs of being reinforced by an accelerated rise in labour income. Inventories were generally low at the end of the year so that some buildup of stocks can be expected during the early part of 1962. Another factor that might be expected to influence the course of manufacturing employment in the months ahead is the improved competitive position of many Canadian industries, particularly those producing steel, motor vehicles, shipbuilding and other durables. The outlook for construction is also fairly encouraging. Housing starts in the second half of the year were up substantially from the corresponding period of 1960 and the same comparison of contract awards indicates significant gains for all sectors of construction.

Unemployment

Unemployment showed a smaller-than-seasonal increase between the third and fourth quarter. As a result, the average level of unemployment in the fourth quarter was sharply lower than a year earlier.

In December an estimated 413,000 persons were unemployed; this number represented 6.4 per cent of the labour force. A year before the figure was 528,000, representing 8.2 per cent of the labour force. All five major regions showed lower unemployment rates than a year ago, and the rates were lower in all industries and occupations. The greatest improvement was in manufacturing and construction.

Almost all of the year-to-year drop in unemployment was among men. In December, unemployed men totalled 355,000 compared with 465,000 a year earlier. The number of unemployed women was 58,000, down 5,000 over the year.

The basic strengthening in manufacturing and construction in the last half of 1961, and the fact that the employment demand has been mainly for men, has been an important factor in reducing unemployment: workers to fill these jobs have been drawn mainly from the unemployed.

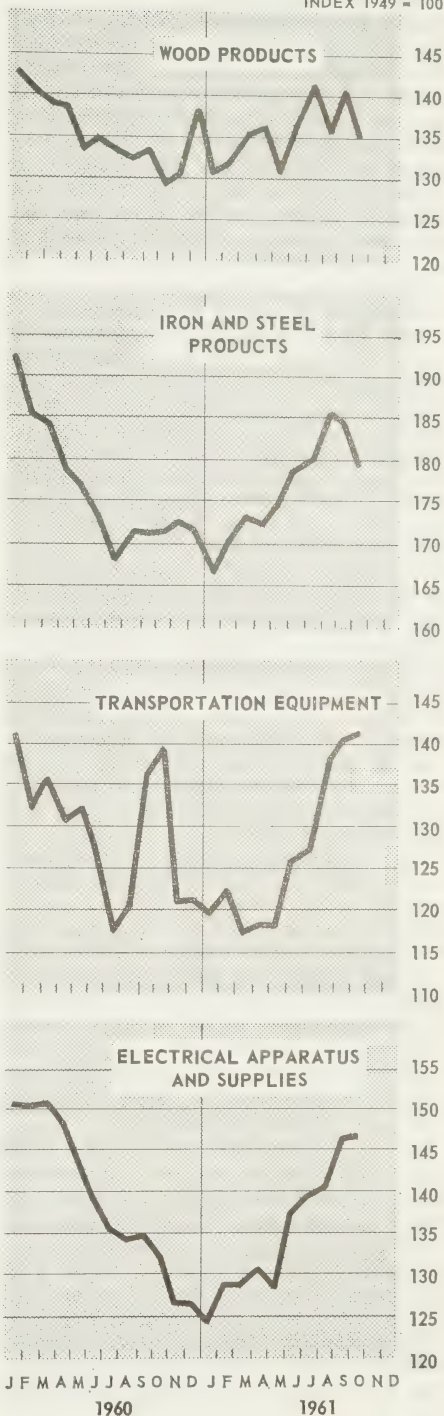
This fact is significant when compared with the persistently high level of unemployment in 1960, when a large part of the workers needed in the expanding service industry were women, drawn to a large extent from outside the labour force.

The increase in jobs for men in 1960 was much slower than the growth of the labour force. Developments in 1961 have reversed this trend, with the result that unemployment has dropped sharply.

INDUSTRIAL PRODUCTION

Selected Industries
(seasonally adjusted)

INDEX 1949 = 100



Regional Manpower Situation

ATLANTIC

The employment decline in the Atlantic region during the fourth quarter of 1961 was in line with seasonal expectations. Total employment averaged 546,000 in the fourth quarter, up 3.4 per cent from the average in the closing quarter of 1960. Non-farm industries accounted for almost two-thirds of this advance. The increase in unemployment in the fourth quarter was smaller than usual for this time of year, and the unemployment average was lower than that a year earlier.

Employment developments in manufacturing during the fourth quarter were mixed. Wood and paper products industries showed increasing signs of strength, and employment in these industry groups was substantially higher than in the closing quarter of 1960. Aircraft and steel fabricating plants were very busy, and some rehiring was reported. Employment in primary iron and steel, on the other hand, remained low, although prospects improved during the closing months of 1961.

The main continuing weakness in manufacturing was the extended decline in railway rolling stock production that stemmed from a shortage of orders. After a very low level of operations during the first six months in 1961, there was some improvement in the third quarter after receipt of an order for 300 boxcars. This improvement was of short duration, however, and by early November employment had fallen to the low level that existed during the first half of the year.

The shipbuilding industry maintained a high level of activity during the fourth quarter and shortages of many types of skilled tradesmen continued. Employment in October was about 13 per cent higher than the year before. The employment recovery in this industry during 1961 was influenced in part by the new capital subsidies offered by the federal Government.

The increase in forestry employment during the fourth quarter was larger than usual.

The improvement was most noticeable in New Brunswick, although increases were fairly general throughout the region. Construction activity was maintained at a high level during the late fall and early winter as favourable weather aided outdoor work. The drop in construction employment during December was one of the smallest in recent years. In the fourth quarter, employment averaged about 12 per cent higher than in the previous year. Both residential and non-residential construction shared in this year-to-year advance.

Employment in coal mining declined temporarily during December as production cutbacks resulted in the closing for one week of one of the Sydney collieries. Apart from this development, the level of coal mining employment was unchanged from that in the third quarter but was a little lower than in the fourth quarter of 1960.

Total employment in the fourth quarter of 1961 averaged about 18,000 higher than a year earlier. As indicated earlier, the main improvement was in forestry and construction. Manufacturing employment was slightly higher than in the closing quarter of 1960; the significant gains were in shipbuilding, wood and paper products and aircraft. Unemployment in the fourth quarter was consistently lower than the year before. In December, the classification of the 21 areas in the region (last year's figures in brackets) was: in substantial surplus, 17 (18); in moderate surplus, 4 (3).

Local Area Developments

St. John's (metropolitan): Employment was substantially higher than last year, mainly as a result of increased activity in the construction industry.

Halifax (metropolitan): Year-to-year employment advances were fairly general in this area. In October, industrial employment was about 7 per cent higher than a year earlier.

QUEBEC

In the Quebec region, employment declined much less between the third and fourth quarters than in any corresponding period since 1956 and, in December, was substantially higher than a year earlier. The industries accounting for most of the improvement were the manufacturing and service industries. The gains in these industries were partly offset by losses in forestry and trade. The gains in employment were

achieved at a time when industry was increasing its efforts to reduce costs of production.

The continuing improvement in economic activity in Quebec was most noticeable in manufacturing, where improvement in employment was evident throughout the year, particularly the fourth quarter. As in most of the previous periods of recovery, manufacturing employment in the fourth

quarter of 1961 did not decline from the third quarter; in the corresponding quarter of 1960 it declined 4.5 per cent.

The upturn in manufacturing took place on a fairly broad basis; durable and non-durable consumer goods and, to some degree, capital goods shared in the gain. Both domestic demand and exports contributed to the increase in orders for manufactured products. The increase in exports was due, in part, to the decline in the exchange value of the Canadian dollar, which, along with import quotas, was also responsible for the reduction in imports of certain finished goods. It is worth noting, however, that increases in production were not always matched by equal gains in employment.

In the industries producing non-durable consumer goods, production and employment in the textile industry rose above the level of the previous quarter and remained consistently higher than the year before. New demand for pulp and paper products resulted in increased production and shipments but had little or no effect on employment. Employment in most other non-durable producing industries showed small seasonal declines but exceeded the previous year's level.

In the durable goods industries, electrical apparatus and supplies reported a slight improvement in employment over the quarter and a considerable increase over the year. The iron and steel products industry showed little change. There was some new activity in shipbuilding and railway rolling stock, the improvement in the latter resulting mainly from exports.

The service industry experienced a sizeable employment gain between the third and fourth quarter compared with a drop in

the corresponding period a year earlier. Employment in finance and public utilities remained unchanged. Trade showed a considerable loss in employment over the quarter as well as over the year. The value of sales, however, was substantially higher in October 1961, than in October 1960, and indications are that this trend continued throughout the fourth quarter.

Construction employment declined seasonally over the quarter but at a smaller rate than in 1960; it was still slightly lower than a year earlier, however. The decline was due mostly to non-residential construction, particularly the low level of industrial and road construction. Residential construction was at a high level: housing starts in the fourth quarter were up considerably from the previous quarter and the previous year.

Activity in forestry continued at a normal pace, and employment increased seasonally during the quarter. Over the year, however, employment showed a substantial decline, reflecting in part increased mechanization of forestry operations.

Unemployment in the region increased less than seasonally between the third and fourth quarter and was, on average, about one-fifth lower than in the fourth quarter of 1960. As a proportion of the labour force, unemployment averaged 6.5 per cent in the last quarter of 1961, compared with 8.3 per cent a year earlier.

The lower level of employment in the region was reflected in the labour market classifications of the local areas. In December these areas were classified as follows (last year's figures in brackets): in substantial surplus 17 (21); in moderate surplus 7(3).

ONTARIO

The employment decline in Ontario between the third and fourth quarters was in line with seasonal movements. In the fourth quarter, employment averaged 2,287,000, about 2 per cent lower than the average for the previous quarter. Farm employment accounted for most of the decline; non-farm employment remained virtually unchanged.

Manufacturing employment moved up slightly in the fourth quarter. Noteworthy was a perceptible rise in automobile production: output of motor vehicles more than doubled between the third and fourth quarters, as the production of new model cars climbed more rapidly than usual. This resulted in a substantial employment increase, despite a much slower rise in the

output of parts and accessories. Employment in the electrical products industries rose moderately in the fourth quarter as increased sales of household appliances and television receivers lowered inventories; another contributing factor was the rising backlog of orders for heavy electrical equipment. Minor employment gains took place in aircraft, rubber products, furniture, textiles and clothing. Noteworthy among the steadying factors was the primary iron and steel industry, which continued to operate at near capacity level. Offsetting employment declines took place in saw and planing mills, canning and meat plants, and in establishments producing agricultural implements.

Construction employment declined less than usual in the fourth quarter, as non-residential construction appeared to strengthen. Road and residential construction fell off seasonally. Meanwhile, the close of the navigation season brought layoffs in the transportation industry.

Once the harvests were completed in early November, farm activity was confined mostly to the feeding of livestock. Forestry operations increased seasonally over the quarter, and employment in mining was stable. In the service-producing industries, the only significant employment change was in the service industry proper, where a moderate rise in employment occurred.

In comparison with a year ago, total employment for the fourth quarter moved ahead by 1.5 per cent. Altogether, some 60,000 new jobs were made available in non-farm industries, whereas there was a decline of 23,000 in farm employment.

Manufacturing accounted for about half of the increase in non-farm employment. Most of this strength was in durable goods, but primary iron and steel, aircraft, automobiles, electrical goods and non-metallic mineral products also showed important gains. Among the non-durables, the boot

and shoe industry stood out particularly well. The sustained growth of the trade, finance and service industries also resulted in a substantial employment increase. Somewhat offsetting the upward trend in employment were the small declines registered in mining, transportation and construction. In the latter, employment lagged a little behind that of a year ago despite the more buoyant state of residential, business and industrial construction.

The number of employed men was estimated to be 34,000 higher in December 1961 than in the corresponding month the previous year, and the number of employed women increased by an estimated 17,000.

Unemployment increased less than seasonally between the third and fourth quarters. It averaged 101,000, or 4.2 per cent of the labour force, in the fourth quarter compared with 133,000, or 5.6 per cent of the labour force, in the same period a year earlier.

In December, the classification of the 34 labour market areas in the region (last year's figures in brackets) was as follows: in substantial surplus, 5 (13); in moderate surplus, 26 (21); in balance, 3 (0).

PRAIRIE

Employment in the Prairie region followed the seasonal pattern in the fourth quarter but at a higher level than a year earlier. A drop of 63,000 in the number employed in the region between the third and fourth quarter represented, for the most part, a seasonal decline in the farm work force following the grain harvest. Non-farm employment decreased by only 6,000 during the period, a somewhat smaller decline than usual.

The total number employed in the fourth quarter was 3 per cent higher than in the fourth quarter of 1961, the main increases being in agriculture, manufacturing and the service industry. Women accounted for about two thirds of this employment gain.

The farm work force declined seasonally after harvesting the grain crop, which was the poorest in more than two decades, but continued slightly higher than a year earlier. It should be noted that all of the increase in the number employed on farms was attributed to unpaid family workers.

Labour demand in non-farm industries was generally strong, employment being 2 per cent higher than a year earlier. Manufacturing was responsible for a major part of the increased demand. Output and

employment in the iron and steel products industry in particular was much higher than a year earlier.

The increase in the number of employed women reflected the steady expansion of educational and health services. In addition to the temporary requirements for the holiday season, there was a continuing demand for women workers in a considerable number of professional and skilled occupations.

Construction employment in the fourth quarter was no higher than a year earlier but the volume of work on hand was increasing considerably. The recovery in residential construction in 1961 was stronger in the Prairies than in other regions; the number of housing units under construction in the fourth quarter was up 26 per cent over that a year earlier. Non-residential construction lagged through most of 1961, but higher values of contract awards for non-residential building projects during the last half of the year indicated a firmer trend in this section of the industry.

The growth in the labour force over the year matched the increase in employment. Consequently, the unemployment level in the fourth quarter was about the same or

slightly higher than a year earlier. At the end of the year, the classification of the 19 labour market areas in the region was as

follows (last year's figures in brackets): in substantial surplus, 8 (8); in moderate surplus, 11 (10); in balance, 0 (1).

PACIFIC

Employment conditions in the Pacific region in the fourth quarter of 1961, apart from seasonal variations, showed little change from the previous quarter but were more favourable than a year before. The number employed declined seasonally between the third and the fourth quarter but was almost 3 per cent higher than a year earlier. This rate of growth was much higher than in three out of the four immediately preceding years. All of the improvement was due to non-agricultural industries; agricultural employment dropped sharply over the quarter as well as over the year.

The service-producing industries showed the greatest strength during the quarter; total employment was slightly higher than in the third quarter and substantially higher than in the same quarter of 1960. The greatest year-to-year increase occurred in the service industry proper but there was also a substantial rise in employment in trade, from the previous quarter as well as from the previous year. Employment in transportation, which had been weakening since the middle of the year, picked up considerably in the latter part of the fourth quarter as a result of large shipments of grain and forestry products.

Reduced activity in the non-ferrous metal industry and earlier completion of the seasonal work in canning and food processing were mainly responsible for a larger-than-usual decline in manufacturing employment between the third and fourth quarter. The decrease in employment in the wood products industry was about normal for this time of year. The number employed in manufacturing, however, was still higher than

a year before, owing mostly to a well-maintained level of employment in iron and steel products and a noticeable recovery in ship-building.

Activity in construction declined seasonally; layoffs occurred particularly in the northern and high-lying areas, where unfavourable weather hampered outdoor work. Construction employment continued below the level of the previous year, although the year-to-year gap narrowed somewhat in the fourth quarter. The weakness in the construction industry lay in the non-residential sector; residential construction was much higher than the previous year throughout the fourth quarter.

Conditions in the forestry industry improved greatly both over the previous quarter and the previous year. Employment showed a substantial rise during the quarter, in contrast to the large drop in the same quarter a year earlier, and the rate of growth over the year was larger than in any of the major industries in the region. The improvement was due mainly to increased demand for lumber abroad, owing in part to the development of new markets for low grade lumber.

Unemployment declined more than seasonally over the quarter and was about 28 per cent lower than in the fourth quarter of 1960. As a proportion of the labour force, unemployment was 6.7 per cent in the fourth quarter compared with 9.5 per cent a year earlier.

In December, the 12 labour market areas in the region were classified as follows (last year's figures in brackets): in substantial surplus, 5 (6); in moderate surplus, 6 (5); in balance, 1 (1).

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	December 1961	December 1960	December 1961	December 1960	December 1961	December 1960
Metropolitan.....	6	9	6	3	—	—
Major Industrial.....	14	17	11	9	1	—
Major Agricultural.....	6	6	8	8	—	—
Minor.....	26	34	29	22	3	2
Total.....	52	66	54	42	4	2

CLASSIFICATION OF LABOUR MARKET AREAS—DECEMBER

	SUBSTANTIAL LABOUR SURPLUS		MODERATE LABOUR SURPLUS		APPROXIMATE BALANCE		LABOUR SHORTAGE
	Group 1		Group 2		Group 3		Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	CALGARY ← QUEBEC-LEVIS ← St. John's Vancouver-New Westminster Windsor WINNIPEG ←		Edmonton Halifax Hamilton Montreal Ottawa-Hull Toronto				
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricul- tural activity)	BRANTFORD ← CORNER BROOK ← CORNWALL ← FARNHAM-GRANBY ← FT. WILLIAM-PT. ARTHUR ← JOLIETTE ← Lac St. Jean MONCTON ← NEW GLASGOW ← NIAGARA ← PENINSULA ← SHAWINIGAN ← SHERBROOKE ← Sydney TROIS RIVIERES ←		Guelph Kingston KITCHENER ← Oshawa Peterborough Rouyn-Val d'Or Saint John Sarnia SUDBURY ← Timmins Kirkland Lake		London		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	CHARLOTTETOWN ← LETHBRIDGE ← PRINCE ALBERT ← RIVIERE DU LOUP ← THETFORD-LAC MEGANTIC- ST. GEORGES ← YORKTON ←		Barrie BRANDON ← Chatham Moose Jaw NORTH BATTLEFORD ← Red Deer Regina Saskatoon				
MINOR AREAS (labour force 10,000 to 25,000)	BATHURST ← BRACEBRIDGE ← BRIDGEWATER ← CAMPBELLTON ← CENTRAL VANCOUVER ISLAND ← Chilliwack Dauphin EDMUNDSTON ← Gaspé GRAND FALLS ← MONTMAGNY ← NEWCASTLE ← Okanagan Valley PORTAGE LA PRAIRIE ← PRINCE RUPERT ← QUEBEC NORTH SHORE ← Rimouski ST. AGATHE-ST. JEROME ← St. Stephen SOREL ← SUMMERSIDE ← TRURO ← VALLEYFIELD ← VICTORIAVILLE ← WOODSTOCK, N.B. ← YARMOUTH ←		Beauharnois Belleville-Trenton BRAMPTON ← Cranbrook Dawson Creek DRUMHELLER ← Drummondville Fredericton GALT ← GODERICH ← Kamloops KENTVILLE ← Lachute-St. Therese Lindsay LISTOWEL ← Medicine Hat North Bay Owen Sound Pembroke PRINCE GEORGE- QUESNEL → ST. HYACINTHE ← St. Jean St. Thomas Sault Ste. Marie SIMCOE ← Swift Current Trail-Nelson WALKERTON ← Weyburn		Kitimat Stratford Woodstock- Tillsonburg		

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 624, July 1961 issue.

Collective Bargaining in December

Settlements covering large numbers of automobile, steel and cement workers highlighted the Canadian collective bargaining scene in December.

In the automobile industry, the **United Auto Workers** continued negotiations with each of the Big Three automobile manufacturers and concluded a three-year contract expiring October 31, 1964 with **General Motors**. This settlement was reached after three months of collective bargaining and a three-day strike at seven General Motors plants.

The General Motors agreement, covering approximately 16,000 employees, provides for three annual improvement factor wage increases (6 cents an hour or $2\frac{1}{2}$ per cent, whichever is greater) each year of the contract, and continues the cost of living allowance formula (1¢ for each .6 points change in the consumer price index) from the previous contract. However, 2 cents of the annual improvement factor increase due in December 1961 and 1 cent of the cost of living allowance due in October 1961 will be applied to the cost of company-paid welfare plans.

Improved fringe benefits constituted a significant part of the new agreement, which provided for higher benefits and longer benefit periods. Pensions, group insurance, S.U.B. and jury duty pay were increased, and the periods for receiving S.U.B. and jury pay were extended. A new feature was added to the S.U.B. plan: a short week benefit, which will compensate employees laid off for part of a week and ineligible for unemployment insurance benefits because of their earnings. General Motors agreed to assume the full cost of hospital and medical coverage and group insurance, which hitherto had been contributory plans. Furthermore, half-paid hospital and medical coverage was to be provided for pensioners.

Negotiations between the United Auto Workers and **Ford** continued, in the meantime, with the Ford employees at Windsor, Oakville and North York voting for strike action in support of their demands. A conciliation board met with the parties late in the month but concluded that its recommendations would be of little assistance. A strike deadline was subsequently set for midnight January 12.

Talks between the United Auto Workers and **Chrysler** entered the conciliation board stage, but there was to be no hearing until January 24.

In the steel industry, negotiations between the **Steelworkers** and **Algoma Steel** came to a close when the parties reached a three-year agreement expiring July 24, 1964. The negotiators had reached a basis for settlement in November, but this was rejected by the union membership. Early in December, another vote was held; this time the union members ratified the contract.

The new agreement provides for a wage increase of $4\frac{1}{2}$ cents an hour retroactive to August 1, 1961 and a further increase of 5 cents an hour effective August 1, 1963. Included in the contract is an incremental increase of $\frac{1}{2}$ cent between job classes, raising the increment to $6\frac{1}{2}$ cents, and provision for a higher pension, amounting to \$3.15 a month per year of service (formerly \$3.00). Group insurance was also increased from \$3,500 to \$5,000.

Under the terms of the settlement, Algoma Steel undertook to make contributions on behalf of employees who elect to participate in a new union-sponsored health centre, the first of its kind in Canada. This will allow employees the option of receiving medical care from the union health centre or, alternatively, from their own personal physicians under an insurance plan.

In the course of negotiations between the Steelworkers and the **Steel Company of Canada**, conciliation board hearings were opened in December.

There was considerable bargaining activity in the transportation industry during December. The **Seafarers** had been negotiating with **Canada Steamship Lines** and the **Lake Carriers' Association** since October. The **Air Line Pilots** and **T.C.A.** continued their negotiations, which had been in progress for nearly a year. In the trucking industry, the **Teamsters** continued to bargain for master agreements with the **Motor Transport Labour Relations Council** in British Columbia and the **Motor Transport Industrial Relations Bureau** in Ontario and Quebec.

Throughout December, talks continued between the Teamsters and ten Ontario car carrying firms, also represented by the Motor Transport Industrial Relations Bureau to end a strike involving more than 800 drivers and mechanics that had been called late in November. By the end of December, agreement appeared in sight, but the proposed terms of settlement were turned down by the union membership.

Meetings between the Teamsters and the **Trucking Association of Quebec** in Montreal led to a three-year agreement calling for annual increases of 8 cents an hour and eight paid holidays (formerly seven).

In municipal transportation the **Street Railway Employees** concluded two-year agreements with the **Toronto Transit Commission** and the **Winnipeg Transit Department**.

The Toronto agreement embodies three across-the-board increases of 4 cents an hour, and the Winnipeg settlement provides for a 2-per-cent increase January 1, 1962 and 2½ per cent the following year.

During the month, the **C.N.R.** and **C.P.R.** announced that they had accepted the majority reports of the conciliation boards that had been set up in the railways'

(Continued on page 92)

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During January, February and March

(except those under negotiation in December)

Company and Location	Union
Acme, Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
Aluminum Co., Kingston, Ont.	Steelworkers (AFL-CIO/CLC)
Assn. des Marchands Détaillants (Produits Alimentaires), Quebec, Que.	Commerce Empl. Federation (CNTU)
Auto dealers, garages (various), Vancouver, B.C.	Machinists (AFL-CIO/CLC)
B.C. Telephone & subsidiaries	B.C. Telephone Wkrs. (Ind.)
Burns & Co. (Eastern), Kitchener, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co. (6 plants), Western Canada	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Packers (8 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Celanese, Sorel, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Dairies, (various), Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Electric Auto-Lite, Sarnia, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Falconbridge Nickel, Falconbridge, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Ford of Canada, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC) (office empl.)
Glove Mfrs. Assn., Montreal, St. Raymond, Loretteville, St. Tite, Que.	Clothing Wkrs. Federation (CNTU)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hotel Chateau Frontenac, (C.P.R.), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress, (C.P.R.), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
International Nickel, Port Colborne, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
International Nickel, Sudbury, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
John Inglis, Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
Manitoba Power Commission	I.B.E.W. (AFL-CIO/CLC)
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical empl.)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (linemen)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (telephone operators)
Miramichi Lumber, Chatham Industries & others, Miramichi Ports, N.B.	Miramichi Trades & Labour (Ind.)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Motor Trans. Ind. Relations Bureau (north. general freight), Ont.	Teamsters (Ind.)
Pacific Press, Vancouver, B.C.	Newspaper Guild (AFL-CIO/CLC)
Philips Electronics, Toronto, Ont.	I.B.E.W. (AFL-CIO/CLC)
Ready-mix concrete (4 cos.), Toronto, Ont.	Teamsters (Ind.)
Sask. Government	Sask. Civil Service (Ind.) (labour services)
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local
Steinberg's Ltd., Island of Montreal, Que.	Empl. Protective Assn. (Ind.)
Swift Cdn., (6 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Toronto City, Ont.	Fire Fighters (AFL-CIO/CLC)
Toronto City, Ont.	Public Empl. (CLC) (inside empl.)
Toronto City, Ont.	Public Empl. (CLC) (outside empl.)
Toronto Metro. Municipality, Ont.	Public Empl. (CLC) (inside empl.)
Toronto Metro. Municipality, Ont.	Public Empl. (CLC) (outside empl.)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Vancouver Police Commissioners Bd., B.C.	B.C. Peace Officers (CLC)

Part II—Negotiations in Progress During December

Bargaining

Company and Location	Union
Anaconda American Brass, New Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Asbestos Corp. & others, Thetford Mines, Que.	Mining Empl. Federation (CNTU)

Company and Location	Union
Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & other points, Que.	Service Empl. Federation (CNTU)
Automatic Electric, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Avro & Orenda Engines, Malton, Ont.	Machinists (AFL-CIO/CLC) (salaried empl.)
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont.	Nat. Council of Cdn. Labour (Ind.)
B.C. Electric, company-wide	Office Empl. (AFL-CIO/CLC)
Bindery room employers, Toronto, Ont.	Bookbinders (AFL-CIO/CLC)
Brewers' Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
Building material supplies, Vancouver & Fraser Valley, B.C.	Teamsters (Ind.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Can. Steamship Lines, Ont. & Que.	Seafarers (AFL-CIO)
Cdn. Cannery, Vancouver, Penticton, & Ashcroft, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Celanese, Drummondville, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Industries Ltd., Millhaven, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CNTU)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assn. (Ind.)
Cdn. Steel Foundries, Montreal, Que.	Steel & Foundry Wkrs. (Ind.)
Clothing Mfrs. Assn., Quebec, Farnham & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Cluett Peabody, Kitchener & Stratford, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
C.N.R., C.P.R., other railways, system-wide	15 unions (non-operating empl.)
Consolidated Mining & Smelting, Kimberley & Trail, B.C.	Mine, Mill & Smelter Wkrs. (Ind.)
Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que.	Mine Wkrs. (Ind.)
Dom. Textile, Montreal, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Donahue Bros., Clermont, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Dosco, Cdn. Bridge, Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Dosco (Wabana Mines), Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)
Dosco Fabrication Divs., Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Paper Makers (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Edmonton City, Alta.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	I.B.E.W. (AFL-CIO/CLC)
Eldorado Mining, Eldorado, Sask.	Public Empl. (CLC) (clerical empl.)
Fry-Cadbury, Montreal, Que.	Mine, Mill & Smelter Wkrs. (Ind.)
Garment Mfrs. Assn. Winnipeg, Man.	Bakery Wkrs. (CLC)
Hiram Walker & Sons, Walkerville, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Hospitals (11), Montreal & district, Que.	Distillery Wkrs. (AFL-CIO/CLC)
Hotel Chateau Laurier, (C.N.R.), Ottawa, Ont.	Service Empl. Federation (CNTU)
House of Seagrams, Que., Ont. & B.C.	Railway, Transport & General Wkrs. (CLC)
Imperial Tobacco & subsidiaries, Ont. & Que.	Distillery Wkrs. (AFL-CIO/CLC)
Kelly, Douglas, company-wide, B.C.	Tobacco Wkrs. (AFL-CIO/CLC)
Lake Asbestos of Que., Black Lake, Que.	Empl. Assn. (Ind.)
Lake Carriers' Assn., Eastern Canada	Mining Empl. Federation (CNTU)
Maritime Tel. & Tel. & Eastern Electric, company-wide	Seafarers (AFL-CIO)
Montreal Cottons, Valleyfield, Que.	I.B.E.W. (AFL-CIO) (plant empl.)
Motor Transport Labour Relations Council, B.C.	United Textile Wkrs. (AFL-CIO/CLC)
National Harbours Board, Montreal, Que.	Teamsters (Ind.)
Nfld. Employers' Assn., St. Johns, Nfld.	Railway Clerks (AFL-CIO/CLC)
Normetal Mining, Normetal, Que.	Longshoremen's Protective Union (Ind.)
Northern Electric, Belleville, Ont. & Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Northern Electric, Montreal, Que.	Empl. Assn. (Ind.) (plant empl.)
North York Township, Ont.	Office Empl. Assn. (Ind.)
Ottawa City, Ont.	Public Empl. (CLC) (outside empl.)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Ottawa Transportation Commission, Ont.	Public Empl. (CLC)
Phillips Electrical, Brockville, Ont.	Street Railway Empl. (AFL-CIO/CLC)
Quemont Mining, Noranda, Que.	I.U.E. (AFL-CIO/CLC)
Regina General Hospital, Regina, Sask.	Steelworkers (AFL-CIO/CLC)
Rio Algom Mines, (Milliken Mine), Elliot Lake, Ont.	Public Empl. (CLC)
Rio Algom Mines, (Nordic Mine), Algoma Mills, Ont.	Steelworkers (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
Royal Victoria Hospital, Montreal, Que.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Scarborough Township, Ont.	Bldg. Service Empl. (AFL-CIO/CLC)
Stelco, Montreal, Que.	Public Empl. (CLC) (outside empl.)
Toronto Electric Commissioners, Ont.	Steelworkers (AFL-CIO/CLC)
Vancouver City, B.C.	Public Service Empl. (CLC)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Victoria Hospital, London, Ont.	Public Empl. (CLC) (inside empl.)
	Building Service Empl. (AFL-CIO/CLC)
Conciliation Officer	
Avro & Orenda Engines, Malton, Ont.	Machinists (AFL-CIO/CLC) (plant empl.)
B.C. Electric, company-wide	I.B.E.W. (AFL-CIO/CLC)

Company and Location	Union
C.B.C., Company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
Cockshutt Farm Equip., Brantford, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Cyanamid of Canada, Welland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Dominion Stores, Toronto, Hamilton & other locations, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Dom. Textile, Montmorency, Sherbrooke, Magog & Drummondville, Que.	Textile Federation (CNTU)
Massey-Ferguson, Toronto, Brantford & Woodstock, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau, Ont.	Teamsters (Ind.) (drivers)
Motor Trans. Ind. Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)
Northern Electric, Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC)
Que. Natural Gas, company-wide	Chemical Wkrs. (AFL-CIO/CLC)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C.	Butcher Workmen (AFL-CIO/CLC)
T.C.A., company-wide	Air Line Pilots (Ind.)
Towboat Owners' Assn., B.C.	Merchant Service Guild (CLC)

Conciliation Board

Algoma Ore Properties, Wawa, Ont.	Steelworkers (AFL-CIO/CLC)
Campbell Chibougamau Mines, Chibougamau, Que.	Steelworkers (AFL-CIO/CLC)
Chrysler Corporation, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC)
C.N.R., system-wide	Locomotive Engineers (Ind.)
C.N.R., system-wide	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.N.R., system-wide	Trainmen (AFL-CIO/CLC)
C.P.R., system-wide	Locomotive Firemen & Enginemen
C.P.R., system-wide	Trainmen (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ford of Canada, Windsor, Oakville, & North York, Ont.	Paper Makers (AFL-CIO/CLC)
Ontario Hydro, company-wide	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Smith Transport, Kingsway Transport & others, Ont. & Que.	Auto Wkrs. (AFL-CIO/CLC)
Stelco (Canada Works), Hamilton, Ont.	Public Service Empl. (CLC)
Stelco (Hamilton Works), Hamilton, Ont.	Teamsters (Ind.)
Union composing rooms, Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
	Steelworkers (AFL-CIO/CLC)
	Typographical Union (AFL-CIO/CLC)

Post-Conciliation Bargaining

C.P.R., system-wide	Locomotive Engineers (Ind.)
Noranda Mines, Noranda, Que.	Steelworkers (AFL-CIO/CLC)

Arbitration

Hotel Dieu, St. Vallier & Chicoutimi, Que.	Service Empl. Federation (CNTU)
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Work Stoppage

Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau, (car carriers), Ont.	Teamsters (Ind.)

Part III—Settlements Reached During December 1961

(A summary of major terms on the basis of information immediately available. Figures for the number of employees covered are approximate.)

ALGOMA STEEL, SAULT STE. MARIE, ONT.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 6,000 empl.—4½¢ an hr. wage increase retroactive to Aug. 1, 1961 plus an additional increase of 5¢ an hr. eff. Aug. 1, 1963; incremental increase between job classifications of ⅓¢ an hr. eff. Aug. 1, 1962, raising increment to 6⅓¢; new pension agreement eff. Jan. 1, 1962 to July 31, 1966, which will increase pensions to \$3.15 a mo. per. yr. of service (formerly \$3) up to a maximum of 40 yrs. and lower the retirement age from 68 to 65 yrs., with compulsory retirement age remaining at 68; \$15 monthly deductions from pensions of retirees over 70 will cease for those retiring after Jan. 1, 1962; group life insurance coverage to be increased to \$5,000 after Jan. 1, 1963; company will make contributions for participants in new union-sponsored Health Centre; new labour rate after Aug. 1, 1963 will be \$2.11½ an hr.

CANADA CEMENT, N.B., QUE., ONT., MAN. & ALTA.—CEMENT WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,600 empl.—wage increase of 5¢ an hr. retroactive to Aug. 1, 1961 and an additional increase of 5¢ an hr. eff. July 1, 1962; company will contribute 4¢ per hr. to S.U.B. plan starting July 1, 1962; uniform insurance plan for all plants to be adopted in place of separate plans; after July 1, 1962, labourer's rate will be \$2.01.

CRANE LIMITED, MONTREAL, QUE.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 1,000 empl.—4¢ an hr. wage increase retroactive to Nov. 1, 1961 for St. Patrick St. plant, 4¢

an hr. wage increase eff. Dec. 20, 1961 at Warden King plant plus \$10 settlement pay; further 4¢ an hr. increase at both plants eff. anniversary date of agreement; labourers' rates at the end of the agreement will be \$1.80 and \$1.86.

GENERAL MOTORS & SUBSIDIARIES, OSHAWA, WINDSOR, ST. CATHARINES, SCARBOROUGH & LONDON, ONT.—AUTO WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 16,000 empl.—\$10 settlement pay; annual improvement factor wage increases (greater of 6¢ or 2½%) eff. Dec. 12, 1961, Nov. 5, 1962, Nov. 4, 1963; cost-of-living allowance continued; however, 2¢ of wage increase due Dec. 12, 1961 and 1¢ of cost-of-living allowance due Oct. 15, 1961 will be applied to welfare costs; non-contributory pension plan improved so that empl. retiring on or after Nov. 1, 1961 will receive \$2.80 per mo. per yr. of service (formerly \$2.50) plus a new supplementary benefit until age 70 of \$1.80 per mo. per yr. of credited service up to \$55. eff. Mar. 1, 1962; pensioners who retired before Nov. 1, 1961 will receive an additional supplementary benefit of 25¢ per mo. per yr. of credited service; fully-paid hospital and medical coverage (company paid 50% previously), with laid-off employees to receive 1 mo. fully-paid coverage for each 4 wks. on S.U.B.; company will pay half the cost of hospital and medical coverage for pensioners; fully-paid group life, accident & sickness insurance provided with higher benefits—life insurance increased by \$500, extra accident insurance by \$250, continued life insurance after age 65 by \$75-\$150 according to length of service; life insurance for empl. on layoff or non-disability leave extended from 5 to 12 mos. on a contributory basis; weekly S.U. Benefit increased to 62% of before-tax pay plus \$1.50 for each dependant up to 4 dependants (formerly 65% of after-tax straight-time pay); maximum weekly S.U. Benefits increased from \$30 to \$40 and maximum benefit period increased from 39 wks. to 52 wks; separation pay increased by 25%; new short week benefit instituted; new relocation allowance adopted; jury duty pay increased from \$5 per day to a minimum of \$10 per day for a maximum of 60 working days (previously 14 working days) in a calendar yr.; vacation eligibility reduced from 1,400 to 1,040 hrs.

HAMILTON COTTON & SUBSIDIARIES, HAMILTON, DUNDAS & TRENTON, ONT.—TEXTILE WKRS. UNION (AFL-CIO/CLC): 29-mo. agreement covering 780 empl.—2¢ an hr. wage increases eff. Jan. 1, 1962, Jan. 1, 1963, Oct. 1, 1963; company will pay PSI Blue Plan premiums July 13, 1962; new labourer's rate after Oct. 1, 1963 will be \$1.17.

HAMILTON GENERAL HOSPITALS, HAMILTON, ONT.—PUBLIC EMPL. (CLC): 3-yr. agreement covering 1,300 empl.—increases of \$2.50 per wk. eff. Jan. 28, 1961, Feb. 3, 1962 & \$1.50 per wk. eff. Feb. 2, 1963; 3 wks. vacation after 12 yrs. of service for non-shift wkrs. (formerly after 15 yrs.); rates for ward aids, housekeeping maids and dietary maids after Feb. 2, 1963 will be \$45.50 per wk.

LADIES CLOAK & SUIT MFRS. ASSN., WINNIPEG, MAN.—LADIES GARMENT WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 800 empl.—cost-of-living bonus increase of 7½%, raising the bonus to 60% (formerly 52½%) of the piecework unit price; overtime, holiday & vacation pay increased by calculating on average earnings (including premium pay and bonuses) over 6-mo. period rather than on a fixed rate; establishment of a severance pay fund to which employers will contribute 1% of wages; the fund will accumulate for 2 yrs. and on the 3rd yr. of the agreement will provide severance pay in the amount of 1 wk. pay for each yr. worked if company ceases operation; appointment of a permanent arbitrator.

NORTHWESTERN UTILITIES & CDN. WEST. NATURAL GAS, ALTA.—EMPL. BENEFIT ASSN. (IND.) & EMPL. WELFARE ASS. (IND.): 1-yr. agreement covering 840 empl.—wage increase of 5¢ per hr. for labourers & tradesmen, & increases of \$5 to \$20 per mo. for salaried empl.; 4 wks. vacation after 30 yrs. of service (previous maximum vacation was 3 wks. after 5 yrs.); new labourer's rate will be \$1.71.

PAGE HERSEY TUBES, WELLAND, ONT.—U.E. (IND.): 2-yr. agreement covering 875 empl.—wage increase of 6¢ an hr. eff. Dec. 17, 1961, 7¢ an hr. eff. Nov. 1, 1962; \$20 settlement pay; 4 wks. vacation after 24 yrs. of service (formerly 4 wks. after 25 yrs.); holiday pay increased from \$18.50 to \$19.00 the first yr., and from \$19.00 to \$19.50 the second yr.

POLYMER CORPORATION, SARNIA, ONT.—OIL WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 1,600 empl.—\$30 settlement pay; wage increases of 5¢ to 9¢ an hr. eff. Dec. 13, 1961, 4¢ to 8¢ an hr. eff. Sept. 13, 1962, 5¢ to 8¢ an hr. eff. June 13, 1963; new labourer's rate will be \$2.02 an hr. after June 13, 1963.

PROVINCIAL TRANSPORT, QUE.—RAILWAY, TRANSPORT & GENERAL WKRS. (CLC): 3-yr. agreement covering 650 empl.—increase in base rate from \$9 per day to \$10.75, retroactive to Oct. 1, 1961; further increase to \$11 per day in the third yr. of the agreement; hours of work reduced from 13 per day to 12; contributory pension fund to be established in the third yr. of the contract.

SHAWINIGAN POWER, COMPANY-WIDE, QUE.—EMPL. ASSN. (IND.): 2-yr. agreement covering 1,300 empl.—wage increases varying from 7¢ to 11¢ per hr. retroactive to Nov. 1, 1961; wage reopener on Nov. 1, 1962; 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.).

TORONTO TRANSIT COMMISSION, ONT.—STREET RAILWAY EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 4,300 empl.—across-the-board wage increases of 4¢ eff. Jan. 1, 1962, Sept. 1, 1962, April 1, 1963; bus driver's rate after April 1, 1963 will be \$2.30 an hr.

TRUCKING ASSN. OF QUE., PROVINCE-WIDE—TEAMSTERS (IND.): 3-yr. agreement covering 30 employers and 1,100 empl.—\$15 settlement pay; wage increases of 8¢ an hr. eff. Dec. 4, 1961, Oct. 1, 1962, Oct. 1, 1963; 8 paid holidays (previously 7); truck driver's rate after Oct. 1, 1963 will be \$1.82 an hr.

WINNIPEG CITY, MAN.—PUBLIC SERVICE EMPL. (CLC): 2-yr. agreement covering 2,700 empl.—3% increase eff. April 1, 1961 with a further increase of 3% eff. April 1, 1962, but not to exceed \$15 per mo.; shift premium increased from 7¢ an hr. to 8¢; after April 1, 1962 labourer's rate will be \$1.76 an hr., and junior clerk's starting rate will be \$192 a mo.

WINNIPEG CITY, MAN.—FIRE FIGHTERS (AFL-CIO/CLC): 1-yr. agreement covering 530 empl.—3% salary increases eff. April 1, 1961 and April 1, 1962, but not to exceed \$15 per mo.; first class fire fighter's salary after April 1, 1962 will be \$431 per mo.

WINNIPEG TRANSIT DEPT., MAN.—STREET RAILWAY EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 1,000 empl.—2% wage increase eff. Jan. 1, 1962; further increase of 2½% eff. Jan. 1, 1963; bus driver's rate after Jan. 1, 1963 will be \$2.23 an hr.

Fifth Annual Convention of the Ontario Federation of Labour (CLC)

Royal York Hotel strike, Steelworkers' organizing campaign at Sudbury and Port Colborne, provincial Department of Labour's "laxity" in enforcing safety regulations in industry hold leading place in discussions of the 800 delegates

The strike at the Royal York Hotel, the United Steelworkers' campaign to supplant the International Union of Mine, Mill and Smelter Workers in Sudbury, the alleged shortcomings of the provincial Department of Labour in connection with industrial accidents, and the Federation's stand with regard to the New Democratic Party were the leading questions brought before the Ontario Federation of Labour (CLC) at its fifth annual convention, held in Windsor on November 6 to 8.

A proposal to raise the Federation's per capita tax from 3 cents to 5 cents per member per month was approved by an overwhelming majority of the 800 delegates who attended the convention.

The discussion of the Royal York strike was led by A. R. Johnstone, Canadian Vice-President of the Hotel and Restaurant Employees' and Bartenders' International Union, who asserted that the CPR had forced the strike on the employees by making a wage offer that no self-respecting union could accept.

Concerned by the recent decision of Magistrate Thomas Elmore upholding the CPR's dismissal of 700 Royal York strikers and stating that the Ontario Labour Relations Act did not guarantee a right to strike (L.G., Dec. 1961, p. 1277), the delegates demanded immediate passage by the Ontario Government of an employees' bill of rights to protect the jobs of strikers.

The convention also demanded immediate revision of the Ontario Labour Relations Act to outlaw the use of strikebreakers.

Murray Cotterill, public relations director of the United Steelworkers, said that the proposed bill of rights should clearly establish the right to strike and the right of employees to organize in a union of their own choice, free from interference, discrimination or intimidation by employers.

The delegates also passed resolutions suggesting a national boycott of all CPR services, and urging that every effort be made to induce more unions to refuse to provide service to the Royal York. It was further decided that unions affiliated with the OFL should ask the public and any agencies that

receive aid from labour, such as churches, service clubs and fraternities, to take a "neutral" position "by refusing to enter the hotel for the purpose of receiving service from the strikebreakers."

A resolution was proposed by Windsor Local 444 of the United Automobile Workers that would have condemned as "an act of union cannibalism" the campaign by the United Steelworkers to wrest bargaining rights for the employees of the International Nickel Co. and Falconbridge Nickel Mines from the Mine, Mill and Smelter Workers, and called on the Steelworkers and Claude Jodoin, President of the Canadian Labour Congress, to stop "raiding" Mine-Mill locals in Sudbury and Port Colborne*. Many UAW delegates declared that the resolution did not express the views of the majority of members of the union, and only 15 of the convention delegates supported it.

The Federation then went on to pass a resolution pledging its full support to the Steelworkers in their efforts to win bargaining rights for employees of International Nickel Co. and Falconbridge Nickel Mines. Only four delegates opposed this resolution when it was put to the vote.

The condemnation of the CLC President contained in the first resolution brought Mr. Jodoin himself into the debate in an unprecedented appearance as a speaker on the floor of the convention. He described Local 444 and its president, Charles Brooks, as friends of Communism, and he offered to start a collection to send "these people who are inclined to love that system . . . on their way there so that they can enjoy it to the fullest extent." Mr. Jodoin's speech was wildly applauded by the delegates.

Mr. Brooks said that it was "the height of double-dealing to expel a union and then to raid its membership."

*In a certification vote in early December among employees at the Port Colborne refinery, the Steelworkers received 1,033 votes and Mine-Mill, 763.

Industrial Safety

Douglas Hamilton, Secretary-Treasurer of the Federation, urged a complete shakeup of the Ontario Department of Labour. He especially complained of the Department's laxity in enforcing safety measures in industry, accusing it of having abdicated its responsibility for accident prevention and industrial safety to others "who sit in ivory towers and spend a million dollars a year issuing safety posters."

Mr. Hamilton said that the Federation's recommendations on safety sent to government leaders in 1958 had been forgotten or ignored. Accidents continued to occur because the suggested precautions were not taken. Referring to the Hogs Hollow accident in Toronto in which five labourers were killed when a tunnel collapsed, he said that it took an exposure by Toronto newspapers to bring about the establishment of a Royal Commission on industrial safety. The delegates passed overwhelmingly a resolution calling upon the Ontario Government to implement the recommendations of the Royal Commission (L.G., Dec. 1961, p. 1238).

Action to prevent what it termed "exploitation" of migrant farm workers was urged by the convention. It asked the Ontario Government to license all persons who act as contractors for migrant agricultural workers, and to set minimum rates of pay and proper standards of food and shelter and maximum transportation charges for agricultural employees who are obliged to pay their own fares.*

A special committee on agricultural workers recommended that the Dominion-Provincial farm labour committee should develop a method of contracting through the National Employment Service whenever it is necessary for the farm labour committee to provide help, or to subsidize the movement of agricultural workers.

It suggested that until agricultural workers are brought under the Workmen's Compensation Act, contractors or direct-hiring farmers be required to provide alternative insurance to compensate for medical costs and loss of income due to accidents during work or in transport to and from work.

*A bill to amend the Masters and Servants Act to provide workers further protection against being defrauded of their wages was given first reading in the Ontario Legislature on November 28, second reading on December 4. It is aimed primarily at contractors of itinerant tobacco harvest labour.

The convention also approved a proposal that the Federation invite the Ontario flue-cured tobacco growers, other farm groups and local chambers of commerce to join the Federation and local labour councils in investigating the problem and in submitting joint proposals to the Government.

Political Aims

The delegates overwhelmingly endorsed a resolution that set out the political aims of the Federation. The resolution urged local unions and labour councils, in co-operation with other peoples and groups, to help in building an effective political organization. It called on affiliates to do everything possible to make the political program effective, and in particular it urged all unions to "take steps to affiliate with the New Democratic Party and encourage their members to participate fully in the political life of their communities."

There were signs of dissatisfaction among the delegates concerning the obstacles to political affiliation with the new party presented by the constitutions of some unions. Some delegates indicated that they were prepared to defy or circumvent constitutional provisions that forbid direct political action by their unions.

President Archer emphasized the point that no attempt was being made to compel union members to support the new party, and he pointed out that the party's constitution forbade any affiliate to force a member to support the party.

Per Capita Tax

The increase in the per capita tax was said by Secretary-Treasurer Hamilton to be necessary to meet demands for increased service by local unions and steadily rising costs of operating the Federation. He also pointed out that the OFL had suffered financially through the expulsion by the CLC of the Teamsters and the Seafarers and the suspension of the Lithographers.

The Federation was faced with a deficit of \$11,172 in its 1960 operations, he reported. The tax increase is expected to add \$60,000 to its revenues.

Other Resolutions

The proposal to change from an annual to a biennial convention was again brought up but was defeated when it failed to obtain the necessary two-thirds majority: 304 delegates were in favour and 246 were opposed. To give the majority required to change the constitution, 366 votes in favour would have been necessary.

The Federation renewed its demands for a minimum wage of \$1.25 an hour for both men and women in all industries.

Among the rest of the 70 resolutions dealt with were those that called on the Ontario Government to expand its aid to students to ensure that all those qualified are able to attend university, technological institutes and other institutions of advanced education; and to establish a comprehensive provincial scheme of health insurance and a portable pension plan.

Legislation to prohibit discrimination in employment or dismissals on the ground of age was urged by the convention, with the qualification that, regarding termination of

employment, any prohibition should be modified if pension arrangements exist.

Elections

David Archer was unanimously re-elected President, and Douglas Hamilton re-elected Secretary-Treasurer when he defeated Victor White, former President of Windsor Local 200, UAW, by 487 votes to 127. Both officers thus begin their seventh term of office.

The following were re-elected Vice-Presidents: Michael Fenwick, George Barlow, George Watson, William Boothroyd, Purdy Churchill, William Punnett, Sam Hughes, Richard Courtney, Edward Liness and Hugh Doherty.

Special Convention of the Confederation of National Trade Unions

Makes important changes in structure of the organization, denounces present unemployment, and makes careful study of Pope's latest encyclical, "*Mater et Magistra*." Convention marks the 40th anniversary of federation's founding

At a special convention of the Confederation of National Trade Unions held in Quebec from September 17 to 23, important changes were made in the structure of the organization. The present unemployment situation in Canada was denounced.

The convention, which marked the 40th anniversary of the Confederation, founded in Hull in 1921 under the name Canadian and Catholic Confederation of Labour, was also the occasion for a careful study of the Pope's latest encyclical letter.

The National President's moral report, which was read at the convention's opening dinner, also dealt with the encyclical *Mater et Magistra*. Jean Marchand, referring to the social thinking of the Church, stated that "he saw in this most recent encyclical a confirmation of certain points of view we have been upholding."

More than 550 delegates representing some 260 organizations attended the convention.

As this was a special convention, the agenda adopted at last year's congress had to be adhered to. But the delegates were able to adopt certain emergency resolutions, one of which was a protest against the stocking of nuclear war-heads on Canadian soil.

A move was also made toward a better understanding with the Quebec Federation

of Labour (CLC) when it was suggested that a joint ethics committee be established to solve the problems of union jurisdiction.

The bulk of the work, however, was expended on problems of internal administration. Various measures were adopted with a view to creating greater unity within the CNTU while leaving more initiative to the members. Among the concrete steps taken, it was decided to fuse the 15 present federations into six new ones and to establish regional offices in every part of the province.

The Executive Board was unanimously re-elected.

40th Anniversary of the CNTU

The National President of the CNTU declared at the dinner that marked the organization's 40th anniversary that the most important achievement of the CNTU in the past 40 years was to have trade unionism accepted by the workers and the people of Quebec province.

"The principles that guided our movement and the reasons for its creation," Mr. Marchand explained, "permitted it to enter into the scheme of things without the opposition met by other groups. This has enabled a large number of workers to unionize and enjoy the benefits of collective action."

Back in 1921, the year the Canadian and Catholic Confederation of Labour was founded, Mr. Marchand said, the population of the province of Quebec was much more homogeneous and to contemplate a trade union movement that would find support exclusively among Catholic French Canadians was feasible.

Changes in population, urbanization, the need for union solidarity, changes in the industrial structures, and new legislation have all made it imperative for the CNTU to re-examine its policies and adjust itself to the new conditions. It was not a question of betraying the past. On the contrary, the finest tribute that can be paid to the past is to do what is needed to maintain the vitality and ensure the development of the heritage we have received, he said.

The President recalled that since last year, the CNTU is no longer a denominational organization, although its actions are still inspired by Christian principles.

Analysing the new trend of the federation, he said the CNTU:

- Wishes to extend its activities the length and breadth of Canada;

- Believes Canadians want an authentic Canadian trade union organization;

- Is opposed to discrimination for reasons of language, race, religion and sex;

- Believes in democracy and is convinced that it provides a fine example to all in this respect;

- Deplores the depersonalization of the workers and the dehumanization of labour in big business and is deeply concerned to find a parallel phenomenon occurring in oversized unions;

- Believes in the need for world-wide trade union activity and intends to participate more and more in it;

- Believes in the spiritual values of man and will not admit that they be ignored in the building of a better world;

- Recognizes the saving virtues of culture and education;

- Believes in the possibility of achieving peace and condemns any form of war as a means of settling international differences. It is especially opposed to the use of nuclear arms.

Hon. René Hamel

Hon. René Hamel, Provincial Minister of Labour, said that "if our democratic and free enterprise system cannot soon find a better solution to the problem of unemployment, it runs the risk of disappearing before the rise of other economic theories."

Mr. Hamel, who is also Minister of Municipal Affairs, pointed out that Quebec

New Crest



The Confederation of National Trade Unions has adopted a new crest to replace that of the Canadian and Catholic Confederation of Labour.

The new crest, which bears only the French and English abbreviations of the organization's name, is composed of a double circle surrounding three chain links symbolizing solidarity and unity. The field is golden yellow, symbolizing strength, and the grey colour of the chain links symbolizes peace.

accepts its responsibilities in the matter of unemployment and has already taken a number of steps to remedy it.

He mentioned specifically the establishment of the Economic Guidance Council, the establishment of Industrial Boards in various parts of the province, participation in the winter works program, and the reform of the educational system.

The Minister said that in 1958-59, the winter works program entailed 230 projects in 71 municipalities at a cost of \$16,844,475.11; in the winter of 1960-61, it involved 2,145 projects in 765 municipalities at a cost of \$90,696,000. The number of workers involved increased from 6,532 to 49,427.

Hon. René Levesque

Hon. René Levesque, Provincial Minister of Natural Resources, stressed the need for training technicians and skilled workers. He deplored the fact that many firms employing graduate technicians must train them as apprentices when they do employ them.

Speaking on the problem of unemployment and the solutions it calls for, he said that for years the economy of the country had been expanding at the annual rate of 1 or 2 per cent while the labour force had been increasing faster.

The Minister said that "the solution of unemployment lies in creating new occupations and in giving our youth and workers the means to fill these new occupations that will require greater skill."

Mr. Levesque stated that the high rate of unemployment in Quebec was "shameful and scandalous" and added that if private enterprise cannot solve this problem, "the State will then have to take a hand in it."

"If Canada cannot change such a situation," he said, "the economic and social system will fail, and socialism and any other such doctrine will gain ground."

Mr. Levesque also stressed the part that enlightened citizens, and especially unions, can play, through their demands and pressure, in making politicians keep their promises and follow policies in line with public welfare.

Other Speakers

Théogène Ricard, MP

Théogène Ricard, Member of Parliament for St. Hyacinthe, who represented the federal Minister of Labour, spoke on technical and professional training in Canada and explained the nature and scope of the federal contribution to training.

Mr. Ricard stated that from now until 1966, the number of technical and professional facilities will have to be at least doubled. He described the provisions of the new Technical and Vocational Training Assistance Act (L.G., Nov., p. 1096) for federal sharing of the costs of new training facilities; of training apprentices, supervisors in industry, and disabled persons; of providing post-secondary school training for persons wishing to become technicians; and for sharing the costs of providing a vocational training program for unemployed persons.

Other Speakers

Jean-Baptiste Lemoine, President of the Catholic Union of Farmers, Forestry Service, pointed out the increasingly industrial nature of the province of Quebec. "Even though," he said, "the number of farmers has decreased by a third during the last 20 years, we are now able to produce twice as much as before."

L. P. Bonneau, Vice-Rector of Laval University, recalled that an imposing number of Laval graduates are active in trade unionism. He also pointed out that the University had recently entered into a collective agreement with its employees and had undertaken a program of job evaluation.

Msgr. Ernest Lemieux, parish priest for Beauport, who represented the Archbishop

of Quebec, pointed out the excellent work accomplished by the CNTU on behalf of the working classes in the province.

President's Moral Report

CNTU President Jean Marchand based his moral report on the Pope's encyclical *Mater et Magistra*, because in the coinciding of the 40th anniversary of the founding of the CNTU and the 70th anniversary of the encyclical *Rerum Novarum* he found an excellent occasion to re-affirm the basic principles of trade unionism.

The National President first said that the CNTU was especially pleased to find in the recent encyclical of Pope John XXIII "the confirmation of many of the views we have been advocating and which should protect us, at least for a while, from the attacks of social conservatives."

Mr. Marchand stated that, under the term "socialization," the encyclical introduces a new concept. The term is defined as "the progressive multiplication of relations in common life."

This socialization guarantees certain individual rights in the social and economic field, he said, adding:

Thus it is wrong to pretend that the Church is opposed to social security and to government intervention in fields which had been traditionally reserved to private initiative. It looks favourably upon this socialization provided that all necessary precautions are taken in its implementation in order to avoid the crushing of individuals and intermediate groups. We must endeavour to draw out of it all the advantages, while averting and restricting its negative aspects.

Mr. Marchand recalled that the CNTU had always maintained that workers were entitled not only to a living wage but also to partake in the prosperity of the enterprise and of the national community. He specified that the principle was strongly supported by the encyclical, which says that "the remuneration of work cannot be left entirely to the laws of the market nor can it be fixed arbitrarily. It is determined according to justice and equity."

Mr. Marchand also quoted this passage:

We must here call attention to the fact that in many economies today, the medium and large enterprises not rarely effect rapid and large productive developments by means of self-financing. In such cases, we hold that the workers should acquire shares in the firms in which they are engaged, especially when they earn no more than the minimum salary.

Mr. Marchand added: "It is my conviction that, on this matter, workers have been shamelessly deprived of their right and would be justified in claiming their due

from a vast number of enterprises which usurped profits that ought to have been shared."

Referring to the structures of North American enterprises, the National President qualified them as "anti-Christian."

He pointed out that "not only has nothing been done to make a human community out of enterprise, but we have striven to erect air-tight partitions between management and employees."

He recalled that Pope John points out that one of the most desirable means of responding to the needs of justice "is to make sure that workers share in the ownership of the enterprises in the manner and the degree most suitable to all."

Mr. Marchand also relied on the encyclical to stress that the voice of the workers be heard and listened to at every level.

Referring once more to the phenomenon of "socialization," Mr. Marchand stated that Pope John suggests that "the State intervene in numerous fields" and he proposes the expansion of the part the State can play in relation to private sectors.

Mr. Marchand said that "whenever it would be impossible or whenever private enterprise would refuse to assume its responsibilities, there is no doubt that the State would have to intervene directly to safeguard public interest. He relied on this passage of the encyclical:

Those in authority, who are responsible for the common good, cannot help but feel the need not only to exercise in the field of economics a multiform action, at once more vast, more profound and more organic, but it is also required to this end that they give themselves suitable structures, tasks, means and methods.

Mr. Marchand said in closing that *Mater et Magistra* is a reliable source of inspiration and is broad enough to give scope and depth to union activities.

He said that "we will have to tackle the structure and even the concept of industry, which will have to be transformed as quickly as possible into a "community of persons."

The General Chaplain

Msgr. Henri Pichette, CNTU General Chaplain, stated that "when John XXIII calls for trade unions to play a larger part in our society, he expresses his trust in union leaders and stresses the great importance of the contribution they can make."

He found in this attitude a call to union leaders to come to some concrete action and to do everything possible to give full effect to Christian social doctrine.

He said this immense task can be accomplished only by working together and added:

If individuals must be conscious of their duties, they must also realize that they cannot fulfil them alone. Our society can be restored only through collective responsibility. You feel the need to get together, to appoint committees to plan your collective agreements, to draw up the strategy of your negotiations and work out programs. You must adopt the same means to study thoroughly together the Pope's message and try and find where it applies in your fields of action.

Msgr. Pichette stated that our society will have a human and Christian aspect when the responsible laymen in the economic, social and political sectors combine their scientific and technical skill with the knowledge of Christian principles.

Changing the CNTU Structure

The convention spent more than two days studying the problem of changing the structure of the organization, a problem made more difficult by the desire of the CNTU to better centralize its services in order to make them more efficient while keeping them as close as possible to the member.

The Executive Board had in mind some centralization of the services and, on the other hand, the complete and total integration of the member in the movement. "In order to achieve this," the Board said, "we feel that the strengthening of the power of the CNTU must be carried out by assuring more services to its members, but that such services should be provided at the level closest to the member."

The Board also stressed the need for the unions to remain autonomous and masters of their own decisions. It has been deemed far from desirable for unions to be entities without any legal responsibility but merely dependent upon the central organization.

The first change approved by the convention provides for the establishment of regional offices throughout the province. These offices will, henceforth, take care of the organizational and educational services previously provided by the central councils. Agreements to this effect are to be signed with the councils between now and September 1962.

The central councils will continue to represent the workers in their jurisdiction at the school, municipal and public organization levels. As the functions of the central councils will then be fewer, it is expected that their share of the per capita tax will be smaller.

The permanent staff of the regional offices will be hired by the CNTU after consultation and agreement with the central

councils and will come under the direction of the Executive Board of the central councils.

The second important change relates to the federations. The convention decided to amalgamate the 15 existing federations into six new ones in order to create units that will be larger and more able to give the unions all the help required. It will take some time to complete this change.

The six new federations are:

—Federation of building, wood and furniture workers;

—Federation of metal, chemical products and mine workers;

—Federation of textile, clothing, leather and shoe workers;

—Federation of pulp, wood, paper, printing and editing, cardboard box and paper products workers;

—Federation of municipal corporations and school boards, hospital and public services employees;

—Federation of trade, office and services employees and barbers and hairdressers.

The federations will continue on their existing basis and will make decisions of a professional nature. However, they will be able to enter into agreements with the CNTU in order that the latter may provide negotiation and collective agreement implementing services. The federations will then have to refund the most of these services to the CNTU.

The convention has also adopted a number of regulations that will make disaffiliation more difficult for a union, a central council or a federation. It also adopted a regulation providing for a better application of democratic principles within the unions.

The regulations provide that the calling of union meetings is compulsory and that meetings must be called and in such a way that all members will know when and where they are to be held.

Unemployment

The convention spent a whole day, including the evening session, studying the unemployment problem. As a result of this study the CNTU recommended:

—Undertaking a campaign to alert public opinion at all levels;

—Carrying out an investigation of the shoe industry by the Province of Quebec Council for Economic Guidance;

—State control of banking and credit;

—Establishing an investment bank;

—Greater use of the Bank of Canada in financing public works;

—Extending the Unemployment Insurance Act to all the workers of the country.

A 28-page document prepared by its permanent committee on unemployment and employment under the chairmanship of Michel Chartrand was read to the convention and served as a basis for the discussions.

A former president of the CNTU Gérard Picard, who is now president of both the Montreal Central Council and the Printing and Editing Federation, denounced the capitalistic system as being the basic cause of unemployment in Canada. "A full employment policy in a capitalistic regime is in opposition to the equilibrium existing between the present society and those who hold the purse strings."

Mr. Picard stressed the need "for the workers to become once more human" and protested against the accumulation of overtime by those who are working while too many of their fellow workers are unemployed.

The President of the Textile Federation, René Gosselin, suggested that the 35-hour work week be adopted to redistribute the work among a greater number of workers.

He also stressed the need for State intervention because private enterprise cannot be counted on to find remedies to unemployment.

The National Secretary of the CNTU spoke at length as a member of the National Productivity Council. Marcel Pépin said the Council's terms of reference were so limited that it was impossible for it to arrive at some solutions. He suggested that the Council become a subcommittee of a national body on economic guidance.

Mr. Pépin suggested two measures under the Unemployment Insurance Act: raise the benefits and pay them during the whole period of unemployment.

Raymond Parent of the Metal Workers' Federation, pointing out that, in the last decade, productivity in this sector had risen rapidly and that wages were also higher, but to a much less degree, and that the labour force had decreased slightly, said the 40-hour week was indeed a fact and that the Confederation's demands in this respect are long overdue.

Adrien Plourde, President of the Metal Workers' Federation, suggested that public opinion be alerted by every means of propaganda available to the CNTU. "We must make public demonstrations and organize public meetings to cry out that we will no longer tolerate a high level of unemployment", he said.

Rev. Jean-Marie Lafontaine, chaplain of a Montreal union, said we have too long been suspicious of State intervention and that we have been influenced too much by what has taken place in some countries where freedom has been stifled. The State has more reason to intervene at the economic level since it has more means available for intervening in favour of the distressed, said the Chaplain.

Pointing out that the workers with jobs are more prosperous today than ever, Father Lafontaine stressed the importance of union members' giving some attention to the plight of the unemployed.

Another delegate, Napoleon Nadeau, denounced workers who seek time and a half and double time to the prejudice of their fellow workers who are unemployed. He was also opposed to Sunday work and suggested creating a labour association in the province to do away with it.

During the discussion, the convention also adopted a resolution calling for an amendment to the Unemployment Insurance Act "to enable an individual employer in construction to provide unemployment insurance stamps to the workers in his service".

Joint Committee on Ethics

Through its President, the CNTU proposed to the Quebec Federation of Labour (CLC) and to the Canadian Labour Congress the creation of a joint committee on ethics to study the problems of union jurisdiction in order to do away with union raiding.

Such a committee would study all cases of conflict between unions of various allegiances and make recommendations to the parties concerned. (QFL President Roger Provost later welcomed the suggestion.)

The idea was initiated by Mr. Marchand when commenting on reactions to his statement at the opening of the convention that he wished to expand CNTU activities across the whole country.

Mr. Marchand explained:

"I have been asked if the wish expressed in my report to extend CNTU activities on a nation-wide basis could be interpreted as a challenge to the Canadian Labour Congress and a declaration of war against international unions. This was surely not my intention. I said that the CNTU must be expanded 'according to the most appropriate and most efficient formula,' that is to say, affiliation to the CLC or the achievement of labour unity according to any other means agreed upon by the parties could very well be that 'most appropriate formula'.

Mass union raiding does not seem to me any more possible than it is desirable for either party."

Mr. Marchand recalled, however, that the CNTU has always maintained that "workers should remain free to change unions if they deem it advisable."

He said that "the advantages of an absolute union monopoly do not compensate for the gains that result from the free exercise of the right to union membership".

Increase in Hospital Fees

The CNTU flatly rejected the charge that hospital employees who insist on higher wages are responsible for the increase in hospital fees.

In a statement given to the press during the convention, the National President declared that the CNTU will not admit that the Department of Health should intervene in *bona fide* negotiations between free unions and the hospitals or that it refuse to accept the findings of arbitration boards.

Mr. Marchand stated that while the Quebec Government must have some control over hospital budgets, since it will finally have to pay most of the cost, this control must not destroy free collective bargaining.

Mr. Marchand thought the increase in hospital fees came from many factors, of which the most important are: the adjustment of the wages paid to the nuns; the creation of thousands of new jobs; the salary increases to management staff; the increase in medical staff; the purchase of new equipment, and the salary increases to non-union staff.

"We must point out", he said, "that it is the hospital employees on the lower rungs who most of all deserve public sympathy. They do not come under the Workmen's Compensation Act nor under the Unemployment Insurance Act and yet for years they have indirectly subsidized most of our hospitals through lower wages and inferior working conditions."

Nuclear Warheads in Canada

The convention sent a telegram to the Prime Minister strongly protesting against the storing of nuclear warheads on Canadian soil.

Signed by Mr. Marchand, National President, the telegram said:

The 550 delegates assembled in special convention in Quebec have instructed me to send you this message. They are strongly opposed to any agreement between Canada and the United States for the stockpiling of nuclear warheads on Canadian soil. The convention also rejects the idea that the Canadian army be equipped with atomic arms. The presence of nuclear warheads in Canada would provide

a potential enemy of the United States with justification for turning Canada into a radioactive desolation. Both the United States and the U.S.S.R. claim they each have sufficient atomic power to destroy the world. What can Canada add to this abominable situation? The only service we can render to humanity is to exert all our efforts toward the banning of all kinds of atomic weapons. The delegates expect that you will resist American pressure.

Elections

Jean Marchand was unanimously re-elected President of the CNTU, a position he assumed last March when Roger Mathieu resigned. Marcel Pépin and Jacques Dion were re-elected Secretary and Treasurer respectively.

The elections, which were conducted by Gérard Picard, a former president, resulted in new mandates for all the vice-presidents who stood for re-election. The only new member of the Board will be Martial Laforest, Chemical Products Workers, of Shawinigan, who replaces Guy Thibodeau, who did not stand for re-election as Fifth Vice-President.

The other Vice-Presidents are: René Goselin, Textile Workers, Granby; S. Ted Payne, Metal Workers, Montreal; Eugène Rancourt, Shoe Workers, Quebec; Adrien Plourde, Aluminum Workers, Arvida; Daniel Lessard, Asbestos Workers, Thetford Mines; Henri Vachon, Paper Workers, Saguenay; and Miss Jeanne Duval, Hospital Workers, Montreal.

4th Biennial Convention of the AFL-CIO

Delegates approve procedure for settling of jurisdictional disputes, adopt strong resolution designed to enforce bars to racial discrimination within organization, and erect effective barrier against re-admission of Teamsters

A procedure for the settlement of jurisdictional disputes and a strong resolution designed to enforce barriers against racial discrimination within the organization were adopted at the fourth biennial convention of the American Federation of Labor and Congress of Industrial Organizations, held at Bal Harbour, Fla., December 7 to 14.

The 900 delegates erected an effective barrier against re-admission of the International Brotherhood of Teamsters, expelled in 1957 on charges of corruption (L.G. 1957, p. 1275), when they adopted a resolution that requires expelled unions seeking re-admission to pass a test of clean unionism. An AFL-CIO spokesman later said the Teamsters couldn't meet the test under its present leadership.

AFL-CIO President George Meany was re-elected by acclamation, as were other officers of the 12,500,000-member organization.

A special feature of the convention was an address by United States President John Kennedy.

Settlement of Jurisdictional Disputes

The procedure for settling jurisdictional disputes provides for mediation of conflicting claims to jurisdiction, with final decision vested in the 29-member Executive Council, and establishes a system of sanctions against non-complying affiliates. Recourse to the courts is prohibited.

The machinery for dispute settlement is spelled out in an amendment to the constitution. The 22-section article provides that:

—Each affiliate shall respect the established collective bargaining relationship of every other affiliate, and no affiliate shall organize or attempt to represent workers already represented by another affiliate.

—Each affiliate shall respect the established work relationship of every other affiliate, i.e., it will not seek to obtain for its members work that members of another affiliate have "customarily" been doing.

—No affiliate shall "circulate or cause to be circulated" any charge or report that may have the effect of bringing another affiliate into public disrepute.

—If affiliates involved in or affected by a dispute are unable to reach a voluntary settlement with the assistance of a mediator appointed by the AFL-CIO president, they will have a full and fair hearing before an impartial umpire.

—The impartial umpire shall make a determination, after a hearing, within a time specified by the AFL-CIO president.

—An affiliate that thinks it has been adversely affected by an umpire's determination may file an appeal with the president within five days after receipt of the decision, and the president shall refer the appeal to a subcommittee of the Executive Council.

—The subcommittee may disallow the appeal, in which case the umpire's decision

is final, or refer it to the full Executive Council. A majority of all members of the Council is necessary to set aside or alter an umpire's determination, and the Council's decision is final.

A union that fails to comply with an award shall be subject to sanctions spelled out in the constitutional amendment.

Only the International Typographical Union voted against the plan. ITU President Elmer Brown described the amendment as a "surrender of autonomy" and threatened to secede from the federation if the approved plan interferes with his union's autonomy. Mr. Meany countered with a quotation from Samuel Gompers, first President of the AFL, who in 1902 warned affiliates who threatened to secede or withhold money that they faced revocation of their rights to representation at the convention until they paid up and withdrew their notice to disaffiliate.

On the day after the convention's close, Mr. Meany appointed David L. Cole, former federal mediator, to be an umpire under the new dispute settlement procedure.

Civil Rights Resolution

The convention unanimously approved a civil rights resolution that pledges that the federation will "intensify its drive to make fully secure equal rights for all Americans in every field of life and to assure for all workers without regard to race, colour, creed, national origin or ancestry the full benefits of union membership."

The new civil rights policy emphasized a voluntary approach by affiliates to the problem and set up a procedure for the processing of complaints against offending unions. But the resolution empowered the AFL-CIO Civil Rights Committee to initiate complaints of its own on the basis of *prima facie* evidence that discrimination is being practised.

William Schnitzler, AFL-CIO Secretary-Treasurer, was appointed chairman of the Civil Rights Committee.

Re-admission of Expelled Unions

Before the convention opened, some of the AFL-CIO vice-presidents had been promoting the re-admission of the International Brotherhood of Teamsters, expelled in 1957 on charges of corruption, and others had been suggesting the setting-up of an AFL-CIO union to take over the Teamsters' jurisdiction. But the convention, after only a brief discussion, adopted a resolution that in effect barred the re-entry; the question of an AFL-CIO truckers union did not reach the convention floor.

The resolution, unanimously adopted, did not mention the Teamsters by name. It stated that whenever an expelled union made formal application for re-admittance it would have to demonstrate "complete observance" of all rules, laws and standards of the federation.

After adoption of the resolution, an AFL-CIO spokesman told the press that the resolution means in effect that the Teamsters couldn't meet this test under its present leadership.

U.S. President's Address

United States President John Kennedy asked for the help of the AFL-CIO in maintaining a favourable balance of trade, when he spoke to the convention on its opening day. "If we cannot maintain the balance of trade in our favour," he said, "then this country is going to face most serious problems."

He told the delegates he hoped that the United States could maintain a viable economy with full employment, that it could remain competitive in world markets, and that management and labour would "recognize their responsibility to permit us to compete." He was hopeful that "those of you who are in the area of wage negotiations will recognize the desirability of our maintaining as stable prices as possible."

The President implied that negotiators should take adequate account of productivity when agreeing on wage increases.

He pointed out that the country's trade problems had been intensified by the development of the European Common Market, and that United States industries that are unable to place their products in the Common Market are now building plants in Western Europe and hiring Western European workers.

He then announced that he intended to recommend to the U.S. Congress legislation to provide assistance to industries hard-hit by imports. It would provide "a recognition of the national responsibility in the period of transition for those industries and people who may be adversely affected."

The stimulation of trade abroad as a means of expanding job opportunities was the last of six steps the President believed had to be taken "if the manpower budget is to be balanced." The other five were:

—The giving of special attention to the problem of younger people. "Today there are 1,000,000 young Americans under the age of 25 who are out of school and out of work."

—A program of retraining unemployed workers. "We want to make sure that our

workers are able to take advantage of the new jobs that must inevitably come as technology changes."

—Giving attention to minority groups. "Those who are first to be discharged and last to be rehired too often are among those who are members of our minority groups We are making a great effort to make sure that all who secure federal contracts will give fair opportunity to all of our citizens to participate in that work."

—Provision of opportunities for plant re-investment. "I believe we have to give as much incentive as is possible to provide reinvestment in plant which makes work and will keep our economy moving ahead."

—Grants - in - aid to communities for needed public works. The President said he intended to ask Congress at its next session for stand-by authority to make such grants when unemployment begins to mount and the economy to slow down.

The day after President Kennedy's address, U.S. Secretary of Labor Arthur Goldberg spoke to the convention. He interpreted the President's remarks to mean that wage increases over-all should be earned by increasing productivity but emphasized that there was plenty of room for advances "in this highly productive country."

Inequities exist, he said, and "we do not propose in any way to restrict the ability of collective bargaining to remove or solve these inequities." He urged the delegates to try to raise the wages of low-paid workers. "One of the unfinished tasks of the trade union movement is to direct more of its attention to those who are drawing sub-standard wages," he said.

Other Resolutions

Two resolutions adopted unanimously called for higher wages and shorter hours. Another rejected a wage freeze and a

balanced budget as solutions to the country's economic problems.

A fourth resolution urged that Congress put into effect immediately the increase to \$1.25 an hour in the minimum wage that is due in September 1963 and urged the federation to press for a \$1.50 minimum as soon as the \$1.25 minimum goes into effect.

The first resolution read: "In collective bargaining in the period ahead, AFL-CIO affiliated unions will press for wage advances as a vital means of increasing inadequate consumer purchasing power."

The second resolution on collective bargaining aims urged AFL-CIO affiliates to seek:

—Year-round income or employment and adequate benefits upon loss of jobs.

—Improved health, welfare and pension programs.

—Measures to minimize ill effects on workers of automation and plant relocation.

—Shorter hours with no loss in pay and "substantially more paid vacations, holidays and other paid leisure time."

The resolution that declared that this was not the time for budget balancing called for increased federal expenditures to combat unemployment.

In other resolutions the federation:

—Declared that the major unfinished business of the trade union movement was to organize the unorganized.

—Gave its backing to President Kennedy's liberalized trade proposals and tariff program.

Election of Officers

George Meany was re-elected President of the AFL-CIO by acclamation.

All other officers—Secretary-Treasurer William Schnitzler and 27 vice-presidents—were returned to office.

Industrial Fatalities in Canada during the Third Quarter of 1961

Deaths from industrial accidents numbered 231 during third quarter last year, a decrease of 10 from previous quarter and of 121 from same quarter of 1960

There were 231* industrial fatalities in Canada during the third quarter of 1961, according to the latest reports received by the Department of Labour. This is a decrease of 10 from the previous quarter, in which 241 were recorded, including 25 in a supplementary list. In the third quarter of the previous year, 352 fatalities were recorded.

During the quarter under review, there were no accidents that resulted in the deaths of three or more persons.

Grouped by industries (see chart page 42), the largest number of fatalities, 69, was in the construction industry. Of these, 27 were in buildings and structures, 19 in highways and bridges and 23 in miscellaneous construction. For the same period last year, 74 fatalities were recorded: 34 in buildings and structures, 33 in highways and bridges and 7 in miscellaneous construction. During 1961's second quarter, 48 fatalities were listed: 34 in buildings and structures, and 7 each in highways and bridges and miscellaneous construction.

There were 45 fatalities in the manufacturing industry during the quarter; of these, 20 were in iron and steel products, 5 each in food and beverages and transportation equipment, 4 in chemical products, 3 in paper products and 2 each in wood products, non-ferrous metal products, non-metallic mineral products and miscellaneous manufacturing. During the same period last year, 58 fatalities were recorded; 15 of these were in wood products, 14 in iron and steel products, 8 in paper products, 6 in food and beverages, 4 in chemical products and 2 each in non-ferrous metal products and non-metallic mineral products. During 1961's second quarter, 33 fatalities were reported in manufacturing; of these, seven were in iron and steel products, five each in transportation equipment and non-ferrous metal products, four in wood products, and three food and beverages and non-metallic mineral products.

Thirty fatalities were recorded in the transportation, storage and communication industry; twelve of these were in local and highway transportation, eight in air transportation, six in railway transportation and three in water transportation. Fatalities recorded in this industry for the same period in 1960 numbered 54, of which 18 were in railway transportation, 17 in local and highway transportation, 9 in water transportation and 4 each in air transportation and storage. During April, May and June of 1961, 38 persons were killed in this industry; 14 of these were in local and highway transportation, 8 in water transportation, 7 in air transportation, 6 in steam railways, 2 in street and electric railways and 1 in telegraphs and telephones.

The 23 fatalities that were recorded in the mining and quarrying industry during the quarter were distributed as follows: 16 in metal mining, 3 in coal mining and 4 in non-metallic mineral mining. During the same period last year, 57 deaths were reported: 30 in metal mining, 10 in coal mining and 17 in non-metallic mineral mining. Accidents during the second quarter

(Continued on page 86)

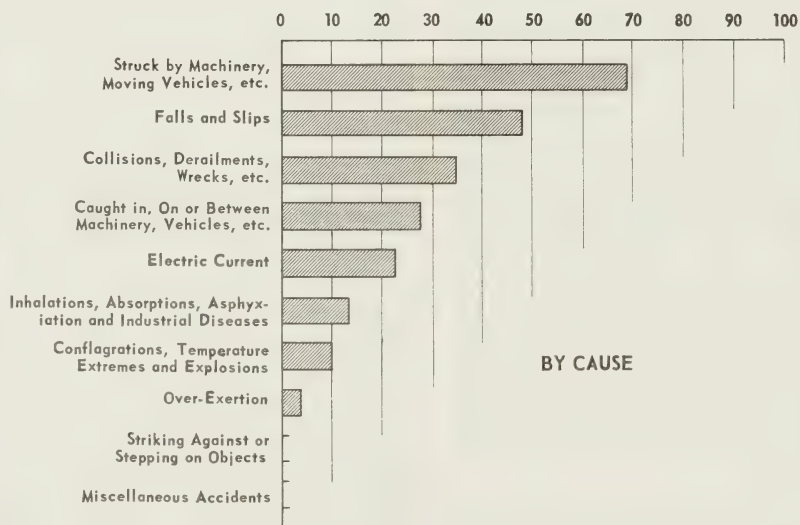
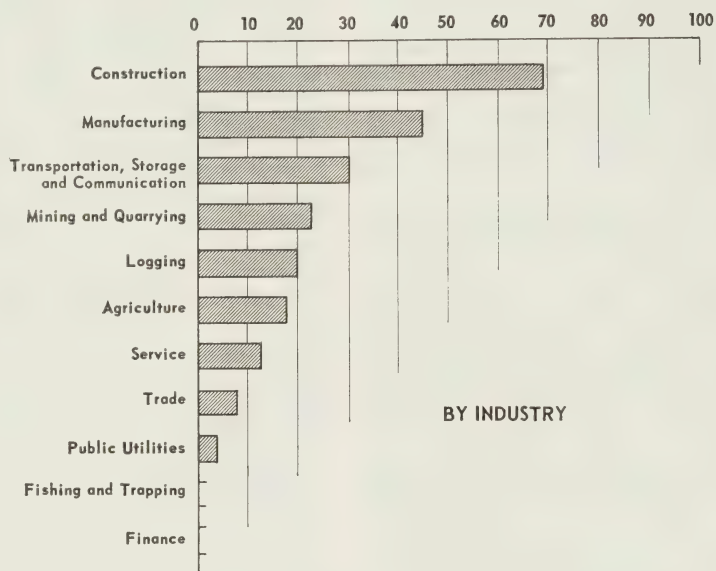
The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

*See Tables H-1 and H-2 at back of book. The number of fatalities that occurred during the third quarter of 1961 is probably greater than the figures now quoted. Information on accidents that occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 45 fatalities for which no reports have been received.

INDUSTRIAL FATALITIES IN CANADA

Third Quarter of 1961



Source: Economics and Research Branch, Department of Labour.

New Act in Force

Vocational Training of Disabled Persons Act proclaimed in force effective December 1, 1961. Act provides for sharing with provinces of costs incurred in undertaking program for the vocational rehabilitation of disabled persons

The Act respecting the Vocational Rehabilitation of Disabled Persons and the Co-ordination of Rehabilitation Services (L.G., Nov. 1961, p. 1097) was proclaimed in force as of the first day of December 1961. The Act provides for the sharing with the provinces of costs incurred in undertaking in the province a comprehensive program for the vocational rehabilitation of disabled persons.

New School for the Deaf in Ontario—Ontario Public Works Minister Ray Connell announced recently that the first stage of construction for the new Ontario School for the Deaf at Milton would start immediately.

Planned to accommodate 450 pupils, the school will have a junior department for 200, a high school for another 200 and a kindergarten for 50. The first stage of construction includes the junior school, staff residence, hospital, administration, laundry and boiler plant buildings. This new school will do much to alleviate the overtaxed facilities at the School for the Deaf in Belleville.

Rehabilitation Awards in Canada—The opening of the 18th Annual Christmas Seal Sale of Newfoundland provided the opportunity for the awarding of the newly created C. A. Pippy Awards. These awards, donated by Mr. and Mrs. C. A. Pippy, are to be presented annually to the outstanding handicapped man and woman of the year in Newfoundland.

The awards, presented by Mrs. Campbell MacPherson, wife of the Lieutenant Governor, went to Miss Helen Traverse of Coachman's Cove, White Bay, and Robert Windsor of Wesleyville, Bonavista North.

At 19, Helen Traverse, a victim of severe rheumatoid arthritis, has spent 12 years in hospital and home unable to walk at all and with not enough strength in her arms to use a wheelchair. She studied and practised at home to become an office worker. She worked as a volunteer in the Grenfell Children's Home in return for her room and board and seized every opportunity to improve her work until she became a qualified office worker. After two years' employment in the Grenfell Association she moved to St. John, where she is now employed in

the Rehabilitation Institute. In addition to continuing her studies with the hope of becoming a teacher of the handicapped, she has also organized a club where handicapped people meet for fun and recreation.

Robert Windsor, married, with one child, was stricken with polio at the age of 26. He found himself unable to stand or walk, with his right arm paralysed and with little strength in the left arm. He retained, however, a good brain, a sense of humour and an outgoing personality. Today he is clerk-manager of the town and publishes a small newspaper *The Wesleyville Messenger*, for which he types the stencils himself with one finger. He has recently gone into an insurance business and with his combined activities he supports himself and his family.

* * *

The Second Annual Meeting of the Saskatchewan Co-ordinating Council on Rehabilitation honoured three industrialists for their work on behalf of disabled persons. This marks the first time in Canada that employers have been given formal recognition for their work in this field. The citations, to be awarded annually, are to be presented to employers who have made an outstanding contribution to rehabilitation in Saskatchewan by employing disabled persons.

Receiving the awards from Lieutenant Governor F. L. Bastedo were Harry Landa, owner of "Doc" Landa's Auto Body Works; A. J. E. Child, President of Intercontinental Pork Packers, both of Saskatoon; and Sherman Smith, Manager, as representative of Automotive Remanufacturing Ltd. of Regina.

* * *

At the 12th Annual Meeting of the Saskatchewan Council for Crippled Children and Adults "certificates of merit" for outstanding and dedicated service were presented to J. W. Bremner, Past President of the Council, and to the Saskatoon Fire-fighters Association, Local 80. Over the past nine years the union has consistently supplied volunteer spare bus drivers, financially supported a special winter swimming program for the handicapped, and supplied work crews for construction and maintenance at Camp Easter Seal.

Government Committee on Older Workers

The Interdepartmental Committee on Older Workers was established in 1953 to advise the Department of Labour on the employment problems of older workers

To advise the Department of Labour on the employment problems of older workers, there is an Interdepartmental Committee on Older Workers, established in 1953 as a result of a recommendation of the National Advisory Council on Manpower.

In the beginning the Committee was made up of representatives from the Departments of Labour, Veterans Affairs, and National Health and Welfare, and from the National Employment Service. First chairman was George G. Blackburn, Director of Information, Department of Labour. Since then a representative of the Civil Service Commission has been added, and the present chairman is Ian Campbell, National Co-ordinator of Civilian Rehabilitation.

Its terms of reference, though short, are broad in scope. They are: "To give further consideration to the employment problems of older workers with the object of developing a program of education and action designed to bring about a wider appreciation of the contribution that employed older workers can make, and to extend their opportunities for suitable jobs."

The Committee is primarily an advisory body but during its eight-year history it has initiated several projects.

In October 1954 it initiated a study of the effects of pension plans on the employment of older workers. One of its members was nominated to chair a study group of selected government experts. The group's report was published in 1957 under the title *Pension Plans and the Employment of Older Workers* (L.G. 1957, p.1435).

In 1955, a delegate from the Committee held discussions in Toronto with representatives of the Canadian Retail Federation regarding a survey of work performance by age groups in the retail field. After this meeting the delegation made preliminary arrangements for the survey with two large firms in the retail industry, with the co-operation of both companies.

The survey was carried out by a team of researchers under the direction of the Economics and Research Branch of the Department of Labour. The report of this study was published in 1959 under the title *Age and Performance in Retail Trade* (L.G. 1959, p.1022).

Recognizing that the social and economic problem of the older worker was one of the many problems of aging, the Committee

has maintained close liaison with the Canadian Welfare Council's Committee on Aging and has obtained membership on the Committee on Aging for its chairman and one or more members.

The Committee believes that the maintenance of economic security, particularly during the years between ages 40 and 65, can do much to prevent the affliction of social problems upon individuals when they reach the later years. For this reason, the committee regards the problem of the older worker as one of the more important of the many problems of aging.

When, in 1959, the Division on Older Workers was established in the Department's Civilian Rehabilitation Branch, the Committee filled an active advisory role in the planning and development of the work of the new division and in the intensification of activities.

Establishment of the new division was one result of the directive of the present Minister of Labour, Hon. Michael Starr, to intensify efforts on behalf of older workers. Another was the stepping-up by the National Employment Service of efforts to persuade employers to hire on the basis of qualifications and ability without regard to age.

Present membership of the Interdepartmental Committee on Older Workers is: Ian Campbell, National Co-ordinator Civilian Rehabilitation, Chairman; A. G. Wilson, Chief, Applicant Specialist Division, Head Office, National Employment Service; Miss Margaret McIrvine, Co-ordinator of Women's Employment, Head Office, National Employment Service; W. R. Dymond, Assistant Deputy Minister of Labour; George G. Blackburn, Director of Information, Department of Labour; J. F. Dawe, Civil Service Commission; Miss Marion Royce, Director, Women's Bureau, Department of Labour; R. H. Parkinson, Assistant National Director, Family Allowances and Old Age Security, Department of National Health and Welfare; G. L. Mann, Chief, Special Services Division, Department of Veteran's Affairs; Mrs. F. E. Hurst, Supervisor, Welfare Section, Department of National Health and Welfare; J. P. Francis, Director, Economics and Research Branch, Department of Labour; A. Charles Taylor, Information Branch, Department of Labour; and H. L. Douse, Chief, Division on Older Workers, Department of Labour, Secretary.

The Working Women of France

Every third worker in France is a woman, higher proportion than in all but two European countries. Working women make up about 39 per cent of all girls and women in France over 15 years of age. Two fifths of working women are married

Every third worker in France is a woman, a higher proportion than in any other European country except Finland and Denmark. The six and one-half million working women make up about 39 per cent of all girls and women in France over 15 years of age. About two fifths of the working women are married.

The percentage of women in each category of employment in 1954 was as follows:

<i>Types of work</i>	<i>Women as a % of all workers</i>
Owners of industries and businesses	37.5
Professionals and higher executives	13.3
Medium executives	37.6
White-collar workers	52.6
Industrial workers	22.6
Service personnel	80.3
Other categories	26.6

The clothing and textile industries together employ almost half of the women working in manufacturing. Metal work, food processing, leatherwork, chemicals, rubber and printing are other industries where large numbers of women work.

Every seventh professional worker is now a woman. Women represent 2.3 per cent of engineers, 2.5 per cent of judges, 7 per cent of doctors, 11 per cent of lawyers, 23 per cent of dentists, 28 per cent of pharmacists and 39.5 per cent of secondary school and university teachers. Women elementary school teachers outnumber men and women are principals in many of these schools.

Many women are managers or directors of business concerns, not only retail stores, fashion houses and millinery shops where one would expect to find women in executive positions, but also foundries, sawmills, shipping firms, publishing enterprises.

The majority of businesses owned by women are small concerns. Women account for only 13.9 per cent of factory owners and 28.3 per cent of owners of large business establishments.

In the expanding health and welfare fields women's role has been growing in importance. About 80,000 women are nurses and more than 10,000 are social workers.

Although not yet in great numbers, women are also serving as assistant school health officers, police officers, labour inspectors and industrial relations advisers.

As in most western countries, there has been a steady increase in the number of women typists, stenographers and clerks so that today women hold more than half of all such jobs.

Women's wages and equal pay—The principle of "equal pay for equal work" was laid down in a government decree in 1946 and, in 1953, the ILO equal remuneration Convention was ratified.

Wages are fixed through collective bargaining; the State intervenes only to set the guaranteed minimum wage, which is the same for men and women. A 1950 Act respecting collective agreements provides that the agreements must contain a clause regarding the methods of applying the principle of equal pay for equal work. Jobs are defined and classified on the basis of work to be done, its relative importance and the qualities and aptitudes required to perform it. There can therefore be no legal agreement providing different rates for men and women with identical qualifications who are doing the same work.

A recent United Nations survey found that women's wages in manufacturing in France are about 85 per cent as high as those of men, a higher proportion than in any other country reporting.

Assistance for working mothers—A working woman is by law entitled to maternity leave for six weeks before and eight weeks after the birth of a child. Furthermore, expectant mothers and mothers of children under two years of age are entitled to a special schedule of physical examinations by the state labour medical service.

In large centres, day nurseries are available to working mothers, some free of charge and others at a small cost. This service is provided by about 15 per cent of factories for the children of women employees and some crèches and day nurseries have been subsidized by public funds. Hours of opening and closing are arranged to correspond to the normal working hours of the mothers.

The information for this article was supplied through the courtesy of the French Embassy in Ottawa.

50 Years Ago This Month

Upward trend in wages continues during 1911 but cost of living also on rise during the year. Machinists in Saint John strike in support of demand for a nine-hour day, then settle for work week of 53 hours with pay for 57½ hours

The upward trend in wages that began in 1909 continued during 1911. No decreases in wage rates during the year were reported in the LABOUR GAZETTE for January 1912 but in a few cases a reduction in the number of working hours caused a drop in earnings.

There was also a general upward trend in the cost of living, which was particularly marked in the case of farm products.

In a special article on prices during 1911, the LABOUR GAZETTE said: "From general information as to the level of prices prior to 1890 it may be stated that never since the first six years of Confederation have wholesale prices been so high in Canada.

"Comparing the year 1911 with 1896, in which prices were at their lowest within the past 40 years, a rise of 45 per cent is shown." The article added that if the relatively high importance of agricultural products in Canada were taken into account the rise would be 50 per cent or more.

Specific instances of wage increases during the year given by the GAZETTE were a rise of \$10 a month in the wages of farm labour in Manitoba, and increases to coal miners in Alberta and eastern British Columbia averaging about 5 per cent. Many increases also were granted in the building trades, while in the metal trades and in various branches of railway service the tendency was also upward.

* * *

Early in December 1911, machinists employed in the nail factory of James Pender & Company, Saint John, N.B., went on strike for a nine-hour day instead of the ten-hour day they had been working. The company argued that the Western factories were working ten hours a day, except on Saturday, when they worked five hours, but that these factories were operating on a tonnage basis. This method of working, the company contended, resulted in a decidedly greater output than the day-work method on which its factory was operating.

The men were told that as soon as the mill was put on a tonnage basis, they would be allowed a half-holiday on Saturday, but that two or three months would be required to make the change. Meanwhile, the men were given the choice of taking 5½ days

pay for 53 hours work, by starting at 8 a.m. instead of 7 a.m., or full pay for full time, i.e., 59 hours a week.

Both these offers were refused, and the men demanded a nine-hour day or a half-holiday on Saturday at once. When their demand was not granted they went on strike. Two days later, however, on December 9, they decided to accept the company's offer, and on December 11 they resumed work. On account of the loss caused by the strike, the men agreed to work full time for the rest of the year, and after that to work 53 hours per week, for which they would receive pay for 57½ hours. This would continue until the new system was put into operation.

* * *

"Ruling that the mere fact that a man is unemployed for a certain part of the year did not constitute sufficient grounds to have caused his arrest and conviction on a charge of vagrancy, the Court of King's Bench (criminal side), sitting in appeal at Montreal, reversed a judgment of the magistrate's court, and liberated a prisoner sentenced to six months' imprisonment by the lower tribunal."

A report in the LABOUR GAZETTE of January 1912, from which this extract is taken, went on to explain that the prisoner in question had in the first place been taken into custody on a charge of theft. When the charge was not sustained at a court hearing, he was promptly re-arrested as being without visible means of support.

It appeared that although the accused had not been working during the winter preceding his arrest, he was idle only because he could not get work at that time of the year. His regular employment was that of longshoreman, unloading coal barges, and he had been left without work at the close of navigation.

"Counsel for the appellant pointed out that, if one were to accept the principle that a man who was employed for only a part of the year could be said to be amenable to arrest for lack of visible means of subsistence during the time he was idle, chaos would ensue," the GAZETTE report continued. "Seamen, navigators, teachers, college professors, and even judges were employed but a part of the year."

INTERNATIONAL LABOUR ORGANIZATION

New Director of Institute for Labour Studies

Rt. Hon. Hilary A. Marquand, former British Minister of Pensions and Minister of Health, named last month to succeed first Director, Sir Douglas Copeland

Rt. Hon. Hilary A. Marquand, D.Sc., formerly Minister of Pensions and Minister of Health of the United Kingdom, is the new Director of the ILO International Institute for Labour Studies. He was named November 30 to succeed Sir Douglas Copeland, the first Director of the Institute, who resigned in September.

The Institute will offer its initial course of study in September this year.

Mr. Marquand, who resigned his seat in Parliament in order to take up his appointment as Director of the Institute, has had a distinguished academic and governmental career. From 1926 to 1930 he lectured in economics at the University of Birmingham. From 1930 to 1945 he was Professor of Industrial Relations, and later Dean of the Faculty of Arts, at the University College of Cardiff, one of the constituent colleges of the University of Wales. During this period he continued his research and studies in the structure and organization of industrial combinations and industrial relations, publishing his work on *The Dynamics of Industrial Combinations* and, after two years of study on a Rockefeller Fellowship at various universities in the United States, his *Industrial Relations in the U.S.A.*

From 1931 to 1936 Mr. Marquand was also Director of Industrial Surveys of South Wales, publishing two *Industrial Surveys of South Wales* (part-author) and his *South Wales Needs a Plan*. In 1938-39 he taught at the University of Wisconsin as a Visiting Professor in Economics. He is the editor and part-author of *Organised Labour in Four Continents*. In 1938 he was awarded the degree of D.Sc. in recognition of his published work.

During the war, Mr. Marquand became successively Acting Principal of the Board of Trade (1940-41), Deputy Regional Controller for Wales in the Ministry of Labour

Further contributions to the endowment fund of the ILO International Institute for Labour Studies have been announced.

Italy has decided to contribute 125,000,000 lire (more than \$200,000), the Australian Government to contribute \$50,000, and Sierra Leone to donate \$1,000.

These three bring to about \$2,900,000 the total of contributions and pledges received by the fund.

Sierra Leone is the twenty-fourth country to make or pledge a contribution.

and Chairman of the Manpower Board for Eastern South Wales (1941-42), and Labour Adviser to the Minister of Production (1942-44).

After election to Parliament from East Cardiff in 1945, Mr. Marquand became Secretary for Overseas Trade (1945-47) and later Paymaster General (1947-48). In July 1948 Mr. Marquand was appointed Minister of Pensions, a post which he held until he became Minister of Health (1951).

Since 1951, while retaining his Parliamentary seat, Mr. Marquand has maintained an active schedule of teaching and lecturing.

One of Mr. Marquand's principal responsibilities during the first year of his appointment will be the preparation and administration of the first course of the Institute, which is to be held from September 17 to December 7. The course will centre round the theme of "The Labour Force and Its Employment" but will also deal with a number of major labour problems, particularly as they arise in the countries which are in the process of rapid economic development.

The Institute was established by unanimous decision of the Governing Body of the ILO to further a better understanding of labour problems in all countries and of the methods for their solution.

150th Session, ILO Governing Body

At its 150th Session, held in Geneva from November 21 to 24, the ILO Governing Body:

—Directed that the text of the resolution adopted at the 1961 International Labour Conference (L.G., Aug. 1961, p. 785) that called for the withdrawal of the Republic of South Africa from ILO membership until such time as it abandons *apartheid* be sent to the South African Government.

—Decided to convene a preparatory technical conference in 1963 to discuss the question of employment policy as a prelude to the adoption of an appropriate instrument by the International Labour Conference in 1964. It was agreed that the report to be prepared by the ILO for the technical conference should deal mainly with employment problems in the developing countries.

—Decided to place the following items on the agenda of the 1963 session of the International Labour Conference: (a) Hygiene in shops and offices, and (b) Benefits in cases of employment accidents and occupational diseases.

—Added two items to the agenda of the 1962 session: reduction of hours of work (supplementary discussion)—a draft Recommendation on hours of work failed at the 1961 session of the Conference for want of a quorum—and revision of Convention No. 82 concerning Social Policy in Non-Metropolitan Territories, 1947—the object being to eliminate provisions restricting the application of this instrument to non-metropolitan territories only.

In the absence of Shambhu Merani of India, Chairman of the Governing Body, who had recently been injured in a motor accident, the 150th Session was presided over in turns by Pierre Waline of France, Employers' Vice-Chairman, and Jean Mori of Switzerland, Workers' Vice-Chairman.

Measures to Combat Discrimination

Pursuant to a resolution adopted by the International Labour Conference in 1960, the Governing Body resumed its consideration of measures to combat discrimination in respect of employment or occupation.

Member Governments had been requested to report in 1962 on the extent to which legislation and practice in their countries conformed to Convention No. 111 concerning Discrimination in respect of Employment and Occupation, adopted by the Conference in 1958.

The information provided by governments will be available to the Committee of Experts on the Application of Conventions

and Recommendations, and to the Conference itself, in 1963, and will make possible an assessment of the discrimination picture throughout the world. Meanwhile, the ILO will undertake certain studies and analyses of a more limited character, covering, for instance, such matters as national fair employment machinery.

The Governing Body also approved a major promotional and educational program to include:

—Measures to be taken by governments and by employers' and workers' organizations; and co-operation for education of the appropriate non-governmental organization;

—Publication by the ILO of studies dealing with different forms of discrimination in employment and with the efficacy of specific measures adopted to combat them;

—Meetings of specialists. It was thought that, by bringing to light various types of activities and by providing an opportunity to compare results, such meetings might be of great value to the ILO in the formulation of technical assistance programs for the elimination of discrimination in employment.

Finally, the Governing Body requested the Director-General to draft new proposals for the establishment of ILO machinery to deal with allegations of discrimination.

Complaints Concerning Forced Labour

A progress report submitted by the Commission appointed to examine the complaint filed by Ghana concerning the observance by Portugal of the Abolition of Forced Labour Convention, 1957 (No. 105) stated that 31 witnesses had been heard. The Commission would shortly travel to the territories to which the complaint related so as to supplement on the spot the information already collected.

The Commission hoped that it would be able, in its report to the next session of the Governing Body, to deal with the whole question referred to it and to indicate the results of its examination.

The Governing Body also had before it a complaint submitted by Portugal concerning the observance by Liberia of the Forced Labour Convention, 1930 (No. 29). This Convention, which was not annulled by the 1957 Convention on the same subject, has been ratified by both Portugal and Liberia.

The Governing Body decided to ask the Portuguese Government to provide by December 15 a detailed statement of the grounds motivating its complaint and of the

(Continued on page 98)

TEAMWORK in INDUSTRY

The recent "House-Warming" at the DeLaval Company Ltd. in Peterboro, Ont., has been described by a union official as evidence of the mutual respect and confidence that exists between the firm and its employees. The event marked the opening of a new \$142,000 plant addition. The company is one of the largest manufacturers of farm and dairy equipment in the Commonwealth.

Speaking on behalf of Kawartha Lodge 872, International Association of Machinists (CLC), local president Gus Siegel stated that the calibre of communications, consultation and personal relations at DeLaval has produced a friendly, constructive job atmosphere. Mr. Siegel praised three aspects of the firm's approach to employees: "... their willingness to give the union information on future plans; the use of informal Union Shop Committee-Company meetings to talk about problems before they develop into grievances; and management's understanding of the necessity for thinking of and treating employees as dignified human beings, not as machines or numbers."

He emphasized that the union faced certain responsibilities if the excellent labour-management relations at DeLaval were to be maintained. "While bargaining diligently for the economic improvement of the lives of its members," he said, "the union must approach the company in a reasonable manner, with a readiness to consider the valid problems of the company. We believe that the implementation of these principles is conducive to the welfare of both the company and its employees."

Diversification and new lines were the twin themes behind the celebration. As personnel manager Harry Pulley put it: "We talk progress here—not hard times. This is the way to look at a recession."

Said president Kenneth Mahood: "If you're going to stay in business and lick this unemployment problem, you've got to think constantly about what else you might be doing with your work force and plant equipment. Charting a company's course five and ten years ahead is not being farsighted today—it is an immediate necessity."

DeLaval does a healthy export business, primarily with the United States. At present,

45 per cent of the Peterboro plant's production is shipped South. Several months ago the company turned its collective labour-management skill on a new field of endeavour—high and low pressure boilers.

More than 500 persons—employees, their wives and friends—filled the new extension for the opening ceremonies. Members of the plant Shop Committee, Kawartha Lodge No. 872, International Association of Machinists (CLC) and of the DeLaval Labour-Management Safety Committee assisted in organizing the House-Warming.

According to personnel manager Pulley, employees were "in" on the extension plans from the start. "We tell our people ahead or time what we plan to do," he said "We like to get their point of view." He stated that no obstacle barring good labour-management relations was too great to be overcome by joint consultation.

* * *

More than 500 visitors attended the one-day Open House at St. Vincent Hospital in Ottawa recently, the first to be held in the institution's 37-year history. Director of personnel D  o Ledoux described the affair as a "great success".

He praised St. Vincent's Labour-Management Consulting Committee for planning and organizing the venture. Guests were greeted at the hospital's main entrance by committee representatives and guided by 42 nurses and students through the various departments.

Stops on the Open House tour included the chapel, auditorium, laboratory, solariums, sterilization and treatment rooms, X-ray department, occupational, physio- and electrotherapy centres, gymnasium, dispensary, medical library, kitchen, cafeteria, canteen, linen room, laundry and offices. Department heads outlined the duties of the centres under their direction, and answered the many questions asked by the visitors. Guests were handed a brief history of St. Vincent's together with a set of statistics involved in the hospital's operation.

Mr. Ledoux said the Labour-Management Consulting Committee was never idle. "Realizations follow one after the other," he said. "It has many other projects on its agenda."

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during November.

The Board issued four certificates designating bargaining agents, rejected seven applications for certification and one application for revocation of certification, and denied one request under Section 61(2) of the Act for review of an earlier decision.

During the month the Board received ten applications for certification and three requests under Section 61(2) of the Act for review of earlier decisions. It allowed the withdrawal of two applications for certification, and the Minister of Labour referred to the Board a complaint under Section 43 of the Act alleging failure to bargain collectively.

Applications for Certification Granted

1. National Association of Broadcast Employees and Technicians, on behalf of a unit of production employees employed by the Canadian Marconi Company at CFCF-TV in Montreal (L.G., Nov. 1961, p. 1147). The International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada and the Marconi Salaried Employees' Association (CFCF-TV) has intervened.

2. United Brotherhood of Carpenters and Joiners of America, Local Union No. 2499, on behalf of a unit of carpenters employed by General Enterprises Ltd., working in and out of Whitehorse, Y.T. (L.G., Nov. 1961, p. 1149).

3. Civil Service Association of Canada, on behalf of a unit of sergeants and constables employed by the National Harbours Board in the harbour police force at Quebec City (L.G., Nov. 1961, p. 1150).

4. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of

longshoremen employed by Gaspé Shipping Reg'd. engaged in the loading and unloading of interior and coastwise vessels in the Port of Quebec (L.G., Dec. 1961, p. 1269).

Applications for Certification Rejected

1. National Marine Engineers' Beneficial Association of Canada, on behalf of a unit of marine engineers employed by Dominion Steel and Coal Corporation (Dominion Shipping Division), Montreal, Que. (L.G., Nov. 1961, p. 1149). The National Association of Marine Engineers of Canada Inc., Great Lakes and Eastern District, had intervened.

2. National Marine Engineers' Beneficial Association of Canada, on behalf of a unit of marine engineers employed by Hall Corporation of Canada, Montreal, Que. (L.G., Nov. 1961, p. 1149). The National Association of Marine Engineers of Canada Inc., Great Lakes and Eastern District, had intervened.

3. National Marine Engineers' Beneficial Association of Canada, on behalf of a unit of marine engineers employed by N. M. Paterson & Sons Limited, Montreal, Que. (L.G., Nov. 1961, p. 1150). The National Association of Marine Engineers of Canada Inc., Great Lakes and Eastern District, had intervened.

4. National Marine Engineers' Beneficial Association of Canada, on behalf of a unit of marine engineers employed by The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont. (L.G., Nov. 1961, p. 1150). The National Association of Marine Engineers of Canada Inc., Great Lakes and Eastern District, had intervened.

5. National Marine Engineers' Beneficial Association of Canada, on behalf of a unit of marine engineers employed by National Sand & Material Company Limited, Toronto,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Ont. (L.G., Nov. 1961, p. 1150). The National Association of Marine Engineers of Canada Inc., Great Lakes and Eastern District, had intervened.

6. National Marine Engineers' Beneficial Association of Canada, on behalf of a unit of marine engineers employed by Scott Misener Steamships Limited, Port Colborne, Ont. (L.G., Nov. 1961, p. 1150). The National Association of Marine Engineers of Canada Inc., Great Lakes and Eastern District, had intervened.

7. National Marine Engineers' Beneficial Association of Canada, on behalf of a unit of marine engineers employed by K. A. Powell (Canada) Ltd., Fort William, Ont. (L.G., Nov. 1961, p. 1150). The National Association of Marine Engineers of Canada Inc., Great Lakes and Eastern District, had intervened.

The above applications for certification were rejected by the Board for the reason

that the applicant had failed to show membership in good standing in accordance with its constitution, as required by Rule 15 of the Board's Rules of Procedure. In reaching its decision, the Board observed that the Canadian constitution of the applicant organization does not specify the amounts of initiation fees and dues and depends on the provisions of the constitution of the parent organization, which sets the initiation fee at \$1,000 and monthly dues at \$10. In these cases the applicant had collected \$1.00 initiation fees and \$4.00 monthly dues. The applicant had tendered a purported waiver of the initiation fee and dues required under the constitution, but the Board did not consider this to be a waiver in the terms required by the constitution.

Application for Revocation Rejected

Maurice Rose, *et al*, applicants, Consolidated Aviation Fueling and Services

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Limited, Montreal, Que., respondent, and the International Association of Machinists, respondent (L.G., Nov. 1961, p. 1150). The application was rejected for the reason that the Board had acted on the information before it at the time the application for certification was considered, and did not consider that its decision should be changed by the information that subsequently came to light.

Request for Review under Section 61 (2) Denied

Local 882, International Union of Operating Engineers, applicant, United Grain Growers Limited, respondent, and Grain Workers' Union, Local 333, intervener (L.G., Oct. 1961, p. 1038). The Board denied the request for the reasons that (1) while the applicant was certified in 1947 as the bargaining agent for a unit of stationary engineers employed by the respondent, it is clear that the only stationary engineers then concerned were casually employed engineers employed in grain drying operations; that (2) the pellet plant operators are stationary engineers only incidentally and for a small portion of their working time; that (3) the pellet plant operators would not appear to be employed to a sufficient extent as stationary engineers to qualify as craftsmen under Section 8 of the Industrial Relations and Disputes Investigation Act; that (4) the pellet plant operators take on other plant jobs when not operating the mill, which jobs are within the scope of the certificate and collective agreement held by the plant union, Grain Workers' Union, Local 333, and that (5) it would be impracticable from the standpoint of efficient plant operations to operate the mill with full-time stationary engineers.

Applications for Certification Received

1. Canadian Maritime Union, on behalf of a union of unlicensed personnel employed aboard the S.S. *Hilda Marjanne* by Trans-Lake Shipping Limited, Toronto, Ont. (Investigating Officers: R. L. Fournier and A. B. Whitfield).

2. International Association of Machinists, on behalf of a unit of unlicensed personnel employed aboard the M. V. *Inland* by the Quebec North Shore and Labrador Railway Co., Sept Iles, Que. (Investigating Officer: C. E. Poirier).

3. National Association of Broadcast Employees and Technicians, on behalf of a unit of television technicians and engineers employed at CKSO-TV by CKSO Radio Limited, Sudbury, Ont. (Investigating Officer: A. B. Whitfield).

4. Canadian Maritime Union, on behalf of a unit of unlicensed personnel employed aboard the M.S. *Normac*, S.S. *Norgoma* and S.S. *Norisle* by the Owen Sound Transportation Co., Limited, Owen Sound, Ont. (Investigating Officers: R. L. Fournier and A. B. Whitfield).

5. Canadian Maritime Union, on behalf of a unit of unlicensed personnel employed aboard the S.S. *Keewatin* and S.S. *Assiniboia* by the Canadian Pacific Railway Company, (Great Lakes Steamships), Montreal, Que. (Investigating Officers: R. L. Fournier and A. B. Whitfield).

6. The Canadian Union of Operating Engineers, on behalf of a unit of stationary engineers employed by Canadian Arsenal Limited at its Small Arms Division, Long Branch, Ont. (Investigating Officer: A. B. Whitfield).

7. Amalgamated Association of Street Electric Railway and Motor Coach Employees of America, Division 591, on behalf of a unit of bus operators and garage employees employed by Hull City Transport Limited, Hull, Que. (Investigating Officer: G. A. Lane).

8. Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 591, on behalf of a unit of bus operators and garage employees employed by Hull Metropolitan Transport Limited, Hull, Que. (Investigating Officer: G. A. Lane).

9. United Steelworkers of America, on behalf of a unit of production employees employed by Canadian Arsenal Limited at its Small Arms Division, Long Branch, Ont. (Investigating Officer: A. B. Whitfield).

10. Line Drivers, Warehousemen, Pickup Men & Dockmen's Union, Local No. 605, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Zenith Transport Ltd., Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

Requests for Review under Section 61 (2) Received

1. Request by North American Van Lines (Atlantic) Limited for review of the certificate issued by the Board on October 2, 1961 to the Teamsters, Chauffeurs, Warehousemen and Helpers Union, Local 927, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Nov. 1961, p. 1147).

2. Request for review of the certificate issued by the Board on June 9, 1961,

affecting the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, General Truck Drivers Union, Local 938, and Transport Drivers, Warehousemen and Helpers Union, Local 106, applicants, and St. Johns (Iberville) Transport Ltd., Iberville, Que., respondent (L.G., Aug. 1961, p. 794).

3. Request for review of certificate issued by the Board on November 10, 1955, affecting the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, applicant, and Atlantic Broadcasters Ltd., Antigonish, N.S., respondent (L.G. 1956, p. 74).

Applications for Certification Withdrawn

1. Seafarers' International Union of Canada, applicant, and Eagle Shipping and Investment Co. Ltd., Hamilton, Bermuda, respondent (unlicensed personnel) (L.G., Oct. 1961, p. 1037).

Complaint under Section 43 of Act Received

The Minister of Labour referred to the Board a complaint made by the Vancouver-New Westminster Newspaper Guild, Local 115, American Newspaper Guild, alleging that the Vantel Broadcasting Co., Ltd., Vancouver, B.C., had failed to bargain collectively (L.G., Aug. 1961, p. 794).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During November, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. British Columbia Towboat Owners' Association, Vancouver, and Marine Engineers, Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie).

2. British Columbia Towboat Owners' Association, Vancouver, and Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie).

3. Canadian Freightways Limited, Calgary, Alta., and Local 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

4. Motor Transport Industrial Relations Bureau, Toronto (representing 47 companies within federal jurisdiction) and Locals 879, 880 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

5. Soo-Security Motorways Limited, Winnipeg, and Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. S. Gunn).

Settlements Reported by Conciliation Officers

1. Canadian Pacific Railway Company (Merchandise Services Department) and Brotherhood of Railway and Steamship

Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: F. J. Ainsborough) (L.G., Dec., p. 1269).

2. Upper Lakes Shipping Limited (Grain Elevator Division), Goderich, Ont., and Local 23736 of the Canadian Labour Congress (Conciliation Officer: T. B. McRae) (L.G., Dec., p. 1269).

3. Gill Interprovincial Lines Limited, Vancouver, B.C., and Local 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie) (L.G., Nov., p. 1150).

4. Trans-Canada Air Lines, Montreal, and Trans-Canada Air Lines Sales Employees Association (Conciliation Officer: Rémi Duquette) (L.G., Oct., p. 1040).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in October to deal with a dispute between Frontenac Broadcasting Company (CKWS-TV) Kingston, Ont., and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (L.G., Dec., p. 1270) was fully constituted in October with the appointment of His Honour Judge W. S. Lane, Picton, Ont., as Chairman. Judge Lane was appointed on the joint recommendation of the other two members, D. G. Cunningham, Q.C., and Frank Quaife, both of Kingston, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in October to deal with a dispute between Dominion Steel and Coal Corporation, Ltd., Dominion Shipping Division, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., Dec., p. 1270) was fully constituted in November with the appointment of G. D. LaViolette, of Montreal, as Chairman. Mr. LaViolette was appointed by the Minister in the absence of a joint recommendation from the other two members, Raymond Caron, Q.C., and Roderick Hayes, both of Montreal, who were previously appointed on the nomination of the company and union, respectively.

Conciliation Board Reports Received

1. H. W. Bacon Limited, Toronto, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Nov., p. 1151). The text of the report is reproduced below.

2. The Commercial Cable Company, and Seafarers' International Union of Canada,

S.S. *Cable Guardian* (unlicensed personnel) (licensed engineers) (L.G., Nov., p. 1151). The text of the report is reproduced below.

3. Quebec Paper Sales and Transportation Company Limited, Donnacona, Que., and Seafarers' International Union of Canada (L.G., Nov., p. 1151). The text of the report is reproduced below.

4. Federal Commerce and Navigation Company Limited, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., Aug., p. 797). The text of the report is reproduced below.

5. Motor Transport Industrial Relations Bureau, Toronto, (representing certain companies within federal jurisdiction) and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Nov., p. 1151). The text of the report is reproduced below.

Settlement Reached after Board Procedure

H. W. Bacon Limited, Toronto, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (see above).

Report of Board in Dispute between

H. W. Bacon Limited, Toronto

and

International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America

The Conciliation Board—S. E. Dinsdale, Employer Nominee, Paul Siren, Union Nominee, and R. G. Geddes, Chairman—met with the representatives of the parties at the King Edward Hotel, Toronto, Ont.

During November, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between H. W. Bacon Limited, Toronto, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

The Board was under the chairmanship of R. G. Geddes of Toronto. He was appointed by the Minister on the joint recommendation of the other two members, S. E. Dinsdale and Paul Siren, both of Toronto, nominees of the company and union, respectively.

The Report was signed by all three members but has attached to it addenda submitted by Mr. Dinsdale and Mr. Siren.

The Report and addenda are reproduced here.

Present for the company were: W. J. Whittaker, counsel, and H. E. Bacon, R. Lienhart and R. McDowell, committee.

Present for the union were: Jack Robinson, spokesman, and Bud Bodkin, Ed Hawkshaw, George Hatzincolaou, W. Knight, F. W. Green, A. Bragan, A. Bell, and C. Johnston, committee.

Just before the establishment of the federal board, an Ontario conciliation board had been set up to deal with a dispute between these parties concerning a bargaining unit composed of the employees in the Cartage Division of the company. The provincial board had the same members and the committees of the parties were made up of the same individuals. These federal negotiations were concentrated on the federal problems but overlapped to some extent. The attempts to settle the two disputes were co-ordinated.

The federal negotiations lasted throughout the night and the meetings adjourned

only after the Board became convinced that nothing further could be done and agreement at the Board level was not possible.

In the late hours the Chairman of the Conciliation Board made recommendations on each matter left in dispute to both parties. In some of these recommendations he was joined by the company nominee and the union nominee dissented, and in others the union nominee agreed and the company nominee did not.

There has been no significant change in the Chairman's attitude on any of the issues and the recommendations made to the parties at the hearings now become the Board's recommendations if one or the other or both of the side members will concur.

If neither member will join in a Board Report, these recommendations are those of the Chairman.

The recommendations are as follows:

Term—From June 1, 1961 to May 31, 1963. (Alternative provided in Article 13.01 if parties agree upon a three-year term.)

Article 1.01—*To read as follows:* The Company recognizes the Union as the exclusive Collective Bargaining Agency for all employees in its Mail Division employed at and working out of Toronto, save and except foremen, supervisors and other persons above the rank of foreman, office staff, employees classified in its Cartage Division and Garage employees.

Part-time personnel employed on the afternoon mail pick-up for not more than twenty hours per week are excluded but the Company agrees to pay them the same rate paid regular employees doing the same work.

Article 1.04 (new Section)—*To read as follows:* No work will be performed by Supervisory Employees who are outside the Bargaining Unit or by Office Staff when such performance will displace Bargaining Unit Employees who are at work during their regular working hours and who are willing and able to perform the work.

This provision shall not be used by the Company to deprive employees of overtime. The Company, however, shall not be required to call employees in to work overtime under this section when the duration of the work required or other consideration makes it impractical for the Company so to do.

Article 1.05 (New Section)—*To read as follows:* No part-time employee will be retained when a regular Postal Division employee is on short time or on layoff.

Article 7.02—(New Section)—*To read as follows:* During the term of this agreement, the Company agrees that it will only

penalize an employee for an activity relating to a strike, slowdown or suspension of work if such activity is in violation of the federal labour or postal laws.

The parties agree that an arbitration board established under this agreement is competent to decide if the activity of an employee is or is not in violation of the federal labour or postal laws.

Article 8.10—This section to be deleted in its entirety.

Article 11.05—*Re-write as follows:* If a paid statutory holiday falls within an employee's vacation period he will be granted another day at a time mutually satisfactory to the Company and the employee, or a day's pay in lieu thereof. However, if an employee who has been at work within seven calendar days prior to the beginning of his vacation period is absent the Saturday immediately before the beginning of his vacation for any reason other than sickness proved to the Company's satisfaction, he shall be fined \$20.00 in addition to losing pay for the hours absent.

Article 12.01—*Re-write as follows:* Effective (insert date of signing) the Company agrees to pay time and one-half employees' regular rates for authorized work performed in excess of nine (9) hours per day and forty-five (45) hours per week.

Article 12.02—*Re-write as follows:* The Company from time to time will establish schedules of working hours which will be as beneficial as is reasonable to the employees subject to the requirements put on the Company by its contract with the Postal Department. Before establishing schedules of working hours the Company will consult with the Union Committee.

Article 12.03 (New Section)—*To read as follows:* The Company agrees that when assigning overtime work it will give preference to senior employees within the section who are qualified and available to perform the work to be done.

Article 13.01—*Wage Rates*—Raise wages for all employees as follows:

(1) Effective beginning of pay period following signature 10¢ per hour, (2) Effective December 1, 1961, 05¢ per hour, (3) Effective June 1, 1962, 05¢ per hour, (4) Effective December 1, 1962, 05¢ per hour.

The Company to pay to employees on the payroll on the date of signature an amount in lieu of all retroactivity equal to 10¢ per hour for all hours worked between June 1, 1961 and the beginning of the pay period following date of signing.

The Conciliation Board believes that both parties would prefer a three-year agreement but in the final hours of the hearings turned to discussions of a two-year contract because they were closer to agreement with a two-year extension.

The Conciliation Board also believes that a three-year agreement is preferable, to expire on May 31, 1964.

If the parties decide to make a three-year agreement, the Board recommends the following wage increases:

(1) Effective beginning of pay period following signature 10¢ per hour, (2) Effective December 1, 1961, 5¢ per hour, (3) Effective June 1, 1962, 5¢ per hour, (4) Effective December 1, 1962, 5¢ per hour, (5) Effective June 1, 1963, 5¢ per hour, (6) Effective December 1, 1963, 5¢ per hour.

If the parties decide on a three-year agreement the Board recommends the same retroactivity, the same welfare, the same vacations, the same statutory holidays, and the same settlement on all other monetary as well as non-monetary matters as recommended in the Report.

Article 14.01—*Amend* to provide that the Company pays an additional \$4.00 per month for a total of \$12.00 per month to the Ontario Teamsters Welfare Fund for each regular company employee.

Article 16.07—In addition to the arrangements to provide work clothing already conceded by the Company, the Board recommends that the Company pay one half of the cost of three-quarter-length jackets for the employees; jackets to be replaced at intervals decided by the parties.

Article 17.01—Amend to establish union shop provisions.

General:

(a) Some re-numbering of Articles and Sections may be necessary.

(b) The parties have agreed to preferential treatment for a reasonable number of union stewards to avoid layoff. The Board recommends that provisions be introduced into the collective agreement to cover this understanding.

(c) Both before the Conciliation Board was established and during the Board's hearings the parties agreed upon other matters. The Conciliation Board recommends that all agreements reached by the parties be confirmed and introduced into the collective agreement.

(d) The Board recommends that all provisions not agreed by the parties and not mentioned in this Report remain as in previous agreement.

All of which is respectfully submitted,

(Sgd.) R. G. GEDDES,
Chairman.

(Sgd.) S. E. DINSDALE,
Member.

(Sgd.) PAUL SIREN,
Member.

Toronto, Ontario, October 17, 1961.

ADDENDUM OF COMPANY NOMINEE

I concur in the foregoing report of this Board of Conciliation, subject to the following reservations.

I wish to note my disagreement with certain principles in some of the recommendations set forth by the Chairman.

The first item to which I refer is the proposed Article 1.04. I cannot agree with the principle of this clause, which deprives management of its freedom to assign work in the most efficient manner. In my view, the entire principle of such a clause is wrong, but I wish to emphasize particular disagreement with that portion of the recommendation which would require the Company to call employees back to work overtime in certain circumstances, rather than use supervisory employees already available. This introduces an inefficiency, that is not in the long-run best interests of the employer, the employees or the Union. In addition to this, there remains unresolved between the parties, the Union's demand for a minimum recall allowance of four hours' pay. The two items can prove very costly.

In regard to the recommendation under Article 1.05, I would observe only that such a provision may raise untold difficulties in administration. It is my view that the application of this clause should be limited to instances where regular employees are on layoff.

The next item I raise is that contained under the heading Article 7.02, relating to the Company's freedom to penalize an employee during the term of the agreement for an activity relating to a strike, slowdown or suspension of work. I understand and appreciate that the Chairman is endeavouring to assist the parties around a most difficult issue in making this recommendation, but I must record my disagreement with any provision that restricts the Company in having its employees carry out its work as this suggested clause might well do. Bearing in mind that the labour laws do not deal with such matters as criminal restriction, etc., such a provision as this could amount to a contractual commitment not to take appropriate action as a result of such activities.

This recommendation goes far beyond what the Company should be expected to do to resolve a collective agreement.

I disagree vigorously with the recommendation that the agreement contain a "union shop provision". The principle of the union shop is vicious in my view, in that it effectively deprives employees of "freedom of association" which is supposed to be their right under our laws. I could not, in any circumstances, recommend to this Company that it agree to a provision whereby its employees must become and remain members of the Teamsters union in order to keep their jobs.

All of which is respectfully submitted.

Dated at Toronto this 28th day of October, 1961.

(Sgd.) STANLEY E. DINSDALE,
Member.

ADDENDUM OF UNION NOMINEE

While I have joined the Chairman of the Board of Conciliation in the report in the main, I wish to clarify and differentiate my findings and recommendations in the following manner:

Article 1.04 (New Section)—I disagree with the last sentence of the second paragraph of the Chairman's report. In my judgment this sentence destroys the intent of the section.

Article 7.02 (New Section)—I recommend that this clause read as follows: "The Company agrees that it will not discipline, suspend or discharge any employee for his refusal to cross a picket line." This matter is entirely within the competence of the employer and is not related to any statutory or legal requirement.

Article 11.05—I disagree with the last sentence of the report as it relates to this Article. The recommendation exceeds any request of the Company and I consider the introduction of the suggested penalty of \$20.00 referred to in the report as being extraneous to any discussion or consideration held by either party during the meetings of the Board. I would recommend the first sentence of the report as it relates to Article 11.05.

Article 12.02—I recommend the following language for this section: "The hours of work, including starting and quitting times shall be agreed upon between the Company and the Union. There will be no change in such hours of work, except when such change is agreed to by the Company and Union, or in the event the Postal Department of the Dominion Government requires a change in working hours to meet its commitments, at which time the Union shall be advised and the matter discussed with a view to achieve the most suitable hours of work for all concerned."

Article 13.01—Wage Rates.—In the absence of specific consideration by the parties of wage increases in the event of a three-year agreement, I would refrain from this recommendation.

Article 14.01.—I recommend that the \$12.00 contribution by the Company for each employee be effective on October 1, 1961, which I understand to be the renewal date of the welfare plan.

All of which is respectfully submitted.

(Sgd.) PAUL SIREN,
Member.

Toronto, Ontario.

October 28, 1961.

Report of Board in Dispute Between

The Commercial Cable Company

and

Seafarers' International Union of Canada

In the matter of a dispute between The Commercial Cable Company (SS *Cable Guardian*) (unlicensed personnel) and The Commercial Cable Company (SS *Cable Guardian*) (licensed engineers), and the Seafarers' International Union of Canada: a Board of Conciliation and Investigation was appointed on August 21, 1961, to endeavour to bring about agreement between the parties to said dispute. On September 20, 1961, the members of the Board were appointed:

Errol K. McDougall, Q.C., for the Company; Jean C. Larivière, for the union; and G. D. LaViolette, Chairman. The documents pertinent to the litigation were received at the offices of the Chairman on September 26, 1961.

A—The Demands

1. For the Unlicensed Personnel

A series of demands made by the Union as proposed amendments, additions, and

During November, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Seafarers' International Union of Canada and The Commercial Cable Company.

The Board was under the chairmanship of G. D. LaViolette of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, Errol K. McDougall, Q.C., and Jean G. Larivière, both of Montreal, nominee of the company and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the Report of the Board, was submitted by the Chairman and Mr. McDougall. The minority report was submitted by Mr. Larivière.

The majority and minority reports are reproduced here.

revision of the Agreement expired June 30, 1961, filed with the Board as Exhibit "A", covering the following items:

- Wage Increase,
- Overtime,
- Hours of Work,
- Temporary Promotions,
- Statutory Holidays,
- Shore Leave,
- Marine Disaster,
- Welfare Plan,
- Meals and Coffee Time,
- Deck Department,
- Engine Department, and
- Stewards Department.

The number of employees involved is 55.

2. For the Licensed Division

The Union was certified for this Division by the Canada Labour Relations Board on May 4, 1961. As there is no contract in force, it has submitted a proposal in the form of an Agreement which has been filed with the Board as Exhibit "B". This Agreement includes a preamble, and a number of clauses covering:

- General Purpose of the Agreement,
- Recognition,
- Strikes and Lockouts,
- Employment,
- Conditions of Employment,
- Deduction of Union Dues,
- Promotions,
- Character of Work,
- Hours of Work,
- Rates of Pay,
- Security Watches,
- Annual Holidays,
- Stand-by Wages,
- Transfers between Vessels,
- Holidays,
- Conditions for Marine Officers in Port,
- Accommodation,
- Vessels out of Commission,

- Repatriation,
- Sick Benefits,
- Welfare Plan,
- Marine Disaster,
- Change of Name,
- Affiliation or Ownership,
- Clause Paramount,
- Boarding Passes,
- Grievance Procedure,
- Arbitration,
- School Plan, and
- Duration of Agreement.

The number of employees involved is 4.

Representations have been made to the Board by both parties, mainly as to the demands for the unlicensed personnel and some representation as to the Agreement for the Licensed Division. However, all conciliation efforts of the Board failed because of a very particular situation outlined hereafter.

B—Cessation of Operations

The Company has discontinued cable service repair out of Canada by any cable ship. They have found other means to carry on their business, and the ship *Cable Guardian* is no more in operation here; she has replaced the *All America* in the Panama Canal Zone, and her crew has been repatriated to Halifax on September 23 last. As of that date, the Commercial Cable Company has no cable repair ship by ownership or charter, and no crew. It therefore becomes academical to discuss conditions of a new Agreement and as well amendments to an existing Agreement, when there is no ship in service and consequently no workers in the service of the Company.

Cessation of operations or substitution of a mode of operation for another is the privilege of the Company and if it is not, the issue is not before this Board for investigation or conciliation.

C—Study of the Problem

In the first instance, for the unlicensed personnel, the contract expired on June 30, 1961; it has not been renewed. In the second instance, for the Licensed Division, there is no contract, no understanding having been reached as to the Contract presented to the Company for negotiation on June 19, 1961. The dispute for both cases is therefore submitted to the Board for investigation and conciliation.

In the first instance, the unlicensed personnel worked with a contract up to June 30, 1961, and without one up to the date of repatriation to Halifax, September 23,

1961. In the Licensed Division the personnel worked without a Contract until that same date of repatriation to Halifax, September 23, 1961.

Going over the record and checking on the representations made by the parties, it is found that, on July 6, 1961, the Company proposed to the Union a two-year agreement including an immediate 3% increase across the board and an additional 3% for the second year of the Agreement with no change in working hours, for the unlicensed personnel. The Union refused the offer and introduced the following counter-proposal: a two-year contract with an immediate increase of 5% for the first year; an additional increase of 5% for the second year, plus a reduction in working hours from 56 to 48 hours during the first year, and from 48 to 40 hours during the second year of the Agreement. This counter-proposal of the Union was turned down by the Company.

The same offer was made for the Licensed Division, and the same counter-proposal was submitted by the Union and turned down by the Company.

D—Recommendation of the Board

Due to the fact that there are no workers and no ship after September 23, 1961, operations having terminated on that date, a contract agreement becomes meaningless from a practical standpoint. Taking in consideration the period worked up to September 23rd, 1961, the Board recommends an increase of four per cent (4%) to the personnel of both the Unlicensed and Licensed Division, for the hours worked from July 1, 1961, up to termination of operations, September 23, 1961.

The recommendation of the Board is a majority decision, the Union Nominee dissenting. Mr. Jean G. Larivière, who represents the Union, will file a separate Report.

And we have signed at Montreal on this 23rd day of November 1961.

(Sgd.) G. C. LAVIOLETTE,
Chairman.

(Sgd.) ERROL K. MCDUGALL,
Member.

MINORITY REPORT

The following is the report of J. G. Larivière Board Member.

The Board consisted of G. D. LaViolette Industrial Adviser of Montreal, as Chairman, Errol K. McDougall, Q.C., representing the Company, Jean G. Larivière representing the Union.

The sittings were held in the City of Montreal.

A very particular situation exists in the present case. The Union is the duly certified bargaining agent for the employees of the said *SS Cable Guardian*. The Company claims it has sold the *SS Cable Guardian*. However, it is my opinion that the Company has not sold but transferred the said vessel to another Company or subsidiary Company and this possibly due to the said negotiations and to avoid the effect of a labour contract.

Again in my opinion the Company is using a subterfuge to evade the effect of a labour contract and therefore my recommendation is that the demands presented by the Union be the ones awarded and they are as follows:

For the unlicensed Personnel as per appendix "A" of the Union.

1—For the Unlicensed Personnel

Wage Increase
Overtime
Hours of Work
Temporary Promotions
Statutory Holidays
Shore Leave
Marine Disaster
Welfare Plan
Meals and Coffee Time
Deck Department
Engine Department, and
Stewards Department

For the licensed Division as per appendix "B" of the Union.

2—For the Licensed Division

General Purpose of the Agreement
Recognition
Strikes and Lockouts
Employment
Conditions of Employment
Deduction of Union dues
Promotions
Character of Work
Hours of Work
Rates of Pay
Security Watches
Annual Holidays
Standby Wages
Transfers between Vessels
Holidays
Conditions for Marine Officers in Port
Accommodation
Vessels out of Commission
Repatriation
Sick Benefits
Welfare Plan
Marine Disaster
Change of Name
Affiliation or Ownership
Clause Paramount
Boarding Passes
Grievance Procedure

Arbitration
School Plan, and
Duration of Agreement

Duration of Agreement

This agreement shall remain in force for the period from the date hereof until June 1962, and shall be subject to renewal from year to year thereafter in its present form, unless written notice of desire to amend, modify or cancel any portion of any of the terms hereof is given by either party to the other within sixty (60) days prior to the expiration of any such annual period, and such modification or cancellation of

any portion of or any of the terms have not been agreed upon in writing between the Company and the Seafarers' International Union of Canada.

Again it is my recommendation that this award be for a period of one year in accordance to law and that such an attempt to evade a labour contract be made impossible in order to maintain our labour laws and practices and also to protect our Canadian economy for the future.

The whole respectfully submitted,

(Sgd.) JEAN G. LARIVIÈRE,
Member.

Montreal, November 27th, 1961.

Report of Board in Dispute between Quebec Paper Sales and Transportation Company Limited and Seafarers' International Union of North America

The Dispute

The Company made a proposal to the Union on May 11, 1961, and confirmed same by letter the following day. In this proposal, the Company's offer is as follows:

1. *Term of Agreement:* A three-year Contract;

2. *Wages:* A general wage increase to licensed and unlicensed personnel of three per cent (3%) of present wages in each of the years 1961, 1962 and 1963;

3. *Compensation Payment for Wages on Statutory Holidays:* Delete St-Jean-Baptiste and All-Saints' Day and substitute therefore Christmas and New Year's Day. A flat pay-

ment to personnel who work for a full two (2) watches on statutory holidays, as follows:

Sailors and Cooks	....\$3.00 per holiday
Assistant Engineers	\$4.00 per holiday
Mates	.....\$4.00 per holiday
Chief Engineers	.....\$5.00 per holiday

4. *Vacation Pay:* (a) An employee who is discharged for cause or who quits during the navigation season shall be paid vacation pay in accordance with the Annual Vacations' Act, Chapter 24, Statutes of Canada, 1958; (b) Vacation pay shall be remitted to the SIU Vacation Pay Fund.

The Union flatly refused to discuss the Company's offer unless the Company accepted to provide for the limitation of weekly and daily working hours. This the Company refused to do and the matter was deadlocked in negotiations and, as well, in conciliation. No change of attitude has taken place since, in spite of our efforts to conciliate the dispute. The Union is adamant on this point of limitation of weekly and daily working hours.

Previous Reference

This matter of limitation of weekly and daily working hours is not a new one. It was dealt with very particularly, on July 13, 1956, in a report made to the Honourable Minister of Labour, covering demands made by the Union and submitted to a Board of Conciliation and Investigation presided over by Honourable Judge Paul E. Côté, through

During November, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Quebec Paper Sales and Transportation Company Limited, Donnacona, Que., and the Seafarers' International Union of North America, Canadian District.

The Board was under the chairmanship of G. D. LaViolette of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, Marcel Bélanger, C.A., Quebec City, and Jean G. Larivière, Montreal, nominees of the company and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act, constitutes the Report of the Board, was submitted by the Chairman and Mr. Bélanger. The minority report was submitted by Mr. Larivière.

The majority and minority Reports are reproduced here.

the following award: The Chairman and the union nominee were in agreement as to a general increase of \$75 per month to the unlicensed personnel for the current season, and an additional 10-per-cent increase for the 1957 season, on the basis of a 7-day, 8 hours a day, work week, and that an overtime premium payment of 42 cents an hour be paid to each man for work performed beyond the regular time. The Company nominee dissenting.

In post-Board negotiations a settlement was reached between the parties on the basis of \$100 per month, the additional \$25 being in lieu of the award recommendation of 10 per cent in 1957, and the overtime recommendation. Through that particular settlement, the limitation of weekly and daily working hours was disposed of to the satisfaction of both parties.

On July 31, 1958, another report was made by a Board of Conciliation and Investigation under the chairmanship of Mr. H. Carl Goldenberg, Q.C., and this same question of limitation of working hours daily and weekly was again one of the demands of the Union. The Board made a very thorough study of the problem and their findings are worth noting as being relevant to the present case. We quote:

1. Hours of Work

The Union demands a normal work week of five days of eight hours each, Monday through Friday, and compensatory payment for all hours worked in excess of forty hours per week. The Employers submit that the nature of their operation makes it physically impossible to inaugurate a regular forty hour week. Since neither party was prepared to recede from its position, the door was closed to discussion of an alternative basis.

Having considered the representations of the parties, the Board finds that the industry is a seasonal one having some seven months of the year in which navigation can be safely conducted, and that it appears to be impossible for an owner to schedule his operation in such a way to reproduce conditions of shore employment to which a 5-day 40-hour week can be effectively applied. The Board has sought a solution to this problem but has failed to find any.

Considering the foregoing, the Board finds that it cannot approve the Union's demand. However, since the employees, owing to the nature of the employment which they have voluntarily chosen, are not in a position to enjoy some of the benefits available to employees in other industries, the Board is of the opinion that they are entitled to a compensatory payment in lieu thereof. Accordingly, the Board recommends as follows: "All employees covered by the agreement between the parties shall be entitled to receive 21 days' basic pay in lieu of vacation, instead of 14 days as provided in clause 8 of the last agreement, and that for shorter periods of service they shall receive a *pro rata* payment."

The above award is a *unanimous* decision of the Board.

On the question of wages the Board awarded an increase of 5%, retroactive to the beginning of the 1958 navigation season, and 4% additional at the beginning of the 1959 navigation season. The Employers' representative dissented from this recommendation.

In post-Board negotiations settlement was reached on the basis of a three-year agreement with a general wage increase of 5% in 1958 and 5% in 1959, an additional 1% above the Board's wage recommendation, in lieu of a change in vacation benefits. This change in vacation benefits was an indemnity awarded due to the impossibility of regulating daily and weekly hours. Again, in the post-Board settlement, this question of limitation of working hours was exchanged for a wage increase and disposed of to the satisfaction of both parties.

It is to be noted that in the first award on this question of limitation of hours, the decision was a majority decision: the chairman, Honourable Judge Paul E. Côté, and the Union nominee, Mr. Louis Laberge. The Company nominee, Mr. Marcel Bélanger, C.A., dissenting. In the second and *subsequent* award on this same subject of limitation of hours, the decision was *unanimous*: the Chairman, Mr. H. Carl Goldenberg, Q.C., the Union nominee, Mr. Bernard Boulanger, and the Company nominee, Mr. Marcel Bélanger, C.A.

Our Study of the Problem

This problem of working hours is again before us. Both parties have submitted elaborate memorandums outlining in detail their case, and the arguments put forward by each of them at the hearings have been closely studied. The memorandum of the Union is highly informative, very interesting indeed, but a good part of it has to be discounted, as it presupposes that the Company has pleaded "inability to pay" in the sense that "it has no funds to pay for Union demands." This is not a fact. The Company has plainly stated that the operation of the ships is an economic problem; if costs are raised to a point where it becomes more economical to use rail or truck, or a combination of both (or even a "goellette"), it may do so.

The Union claims this is a threat, and that it does not need to be given credence. Their claim is somewhat correct; if it is not a threat, at least it is a very direct warning, and the Union is perfectly free to believe or not that it may be implemented. However, threat or warning, it is based on economic factors relevant to the business carried on.

Situations which impel substituting a form of operation for another are common occurrence, automation for instance. Unfortunately, it is disturbing to some and the problem is how to cushion off its effects. But from a practical standpoint, when such radical changes are applied whether as a threat, a warning or otherwise, the results are the same. In this particular instance, who can stop the Company from deciding at what point it shall discontinue a deficit operation?

In the memorandum of the Union we find, on pages 3 and 4, the following:

In assessing the impact of these facts it is a duty upon the Board to consider that these employees are not in a position to obtain cheaper expenses in the form of rents, groceries, fuel bills, clothing, etc. The economy of Quebec cannot and will not adjust itself to the wages of the employees of Quebec Paper Sales & Transportation Company, Limited, in Donnacona, Quebec, or any other place, rather the employees and to that extent the employer are bound to provide wages which will fit the obligations of the economy.

The employees approach the coming contractual period with foreboding. Because the issues to be resolved are not issues of prestige, pecuniary advantage for skills but are instead those basic issues of a roof overhead, warm clothing and food for the families involved.

The above are high sounding words and we believe it is correct to say "gross exaggeration." If the offer of the Company was accepted, a sailor on the Company's boats, a man who is not required to know how to read or write and who can learn his trade in an hour or so, would earn \$303.84 a month for the navigation season now practically finished, plus free board. That is a fair wage for such qualifications in the Province of Quebec, and even in the Dominion of Canada.

True, it may be argued that it is not the correct wage of the occupation or that the worker wants more, a legitimate aspiration, but when it comes to a living wage, this particular man earns a monthly salary which compares favourably with the average monthly wage paid to all workers engaged in industry, in the Province of Quebec and even in the Dominion. A good many industries pay less and few others pay more. Also the wage structure varies from province to province; British Columbia, for instance, has a high monthly average, and Nova Scotia, a low one.

To be fair with the Union, it must be stated that a monthly wage comparison is not acceptable to them unless it is based on the number of hours worked. In other words, the Union is *particularly* interested in what the man in his occupation earns per hour; this is their gauge. We will have something to say on this subject later on.

The record of negotiations from the start is a pattern from which the Union has refused to budge. This pattern is: you must accept to discuss limitation of working hours, otherwise all further discussion is useless. This attitude does not check with the statement of the Union on page 4 of their brief, which reads as follows: "The employees approach the coming contractual period with foreboding. Because the issues to be resolved are not issues of prestige, pecuniary advantage for skills but are instead those basic issues of a roof overhead, warm clothing and food for the families involved."

It is obvious that no negotiations have taken place yet on that basis.

On pages 7 and 8 of the memorandum of the Union, comparisons are made for a deck hand working for the St. Charles Transportation Co. Ltd., and one for Quebec Paper Sales and Transportation Co. Ltd., for 1958, 1959 and 1960. *But*, in 1958 the Union signed a three-year agreement with "Quebec Paper" providing for specific wages at specific dates. Surely the agreement was satisfactory to both parties and the matter, up to 1960 inclusively, was thus disposed of. Why, therefore, the comparisons for 1958, 1959 and 1960?

The Big Argument

The Union insists that a sailor is a sailor, no matter on what class of boat he is operating. They demand that the personnel on the "Quebec Paper" boats be subject to the same working conditions and wages as those of the lake boats. From the Union standpoint, sailors on both ships perform the same operation and there is no reason why one should work 8 hours a day and the other 12, and why one should get wages of so much, and the other less. Hence the standard that *should* apply is that of the lakers.

The Company operates five vessels: three carrying newsprint from Donnacona to New York and two, pulp from Sault-au-Mouton and Bersimis to Donnacona. 17 men are involved (unlicensed personnel).

Prior to 1959, seven vessels, were used, and three others leased from the Davies Transportation Company Limited on the Chambly Canal Run. In 1959 the Company disposed of two of its pulp vessels and at the end of the 1960 sailing season, dispensed with the services of the Davies Transportation Co. vessels. This record shows a declining operation. As a matter of fact, the Company claims it is a marginal operation and the Union has accepted this fact.

Now the question: Should these men work on a three-watch system (8 hours a day) and be paid the same wages as the men on the lake ships? This, on the basis that they perform a similar operation and that there is no reason to make of them second class men or men of an inferior class, as far as working conditions and wages apply? The Union's answer: same conditions and wages as the lake ships.

The Board has considered the arguments submitted as to this demand, and it finds that working conditions on the "Quebec Paper" boats are very different from those on the lakers. For instance:

On the "Quebec Paper" boats:

—A sailor does not need to read or write;

—The cook does not need to read or write;

—A sailor has nothing to do with loading or unloading;

—A sailor has a continuous operation for three days (72 hours) at a time, at the most, for the newsprint ships, as the trip between New York and Donnacona is about 65 hours; or

—A sailor has a continuous operation for one day (24 hours) at a time, at the most, for the pulp ships, as the trip between Sault-au-Mouton or Bersimis, and Donnacona is about 23 hours;

—A sailor is not on a captive ship, in fact has lots of free time; the period of navigation is about 7½ months.

On a laker:

—A sailor must have an average education;

—The cook must know how to read and write;

—A sailor must attend to loading and unloading at any day, or at night;

—A sailor has a continuous seven-day operation;

—A sailor is on a captive ship for a period of about nine months.

On the "Quebec Paper" boats they have a problem of tide, which means inactivity for the ship. Only in exceptional circumstances would there be such a problem for the laker.

On the problem of hours:

The Union complains bitterly of the fact that a sailor on the "Quebec Paper" boats has a work-day of 12 hours and a work week of 84. This in contrast with the lakers, where the work-day is eight hours and the work week, 40 hours. This is correct up to a point only.

The season on the "Quebec Paper" boats is about 7½ months, or about 225 days. During the season the newsprint ships make 19 trips to New York, practically 6 days go and return, which means navigating for 114 days. The pulp ships make 50 trips to Sault-au-Mouton or Bersimis, practically two days go and return, which means navigating for about 100 days. The rest of the time the ships are idle in port either at Donnacona, New York, Sault-au-Mouton or Bersimis. So that the personnel has *considerable* free time and moreover, has the opportunity to be home very often, as this personnel is recruited in the vicinity of Donnacona. As a rule, they are recommended by the Captain and very often related to each other.

On a lake ship they have continuous operation for seven days, whilst on the "Quebec Paper" boats continuous operation is at the most three days, plus those hours which one person or the other may make when required to stay on when the ship is in port. And this they can rotate amongst themselves. It is possible that 84 hours *may* be worked in one week but—not very often.

If the "Quebec Paper" boats were to operate as the lakers, on the three-watch system, they would need additional personnel and they have no room for it on the ships. It is a physical impossibility.

The job has some appeal to most of those engaged in the service. If we look over the seniority list, we find that in the unlicensed personnel the years of service are from 1 to 13, and in the licensed personnel from 1 to 34.

Moreover, in the present arbitration and as well in the previous two arbitrations, the Board understands that never at any time did the Union bring a man or men serving on those ships as witnesses to confirm the complaints now made on hours of work, or anything else. This the Union is not obliged to do; it may carry on its case as it sees fit, but in a number of arbitrations I as Chairman am conversant with, such a procedure has been followed by the Union involved.

In the two arbitrations referred to previously in this Report, this same question of limitation of working hours has been traded for an increase in wages. The problem is, as was mentioned at the hearings, how often must it be traded. That is something to be noted in the present investigation.

Conclusion

Summing up what has been outlined heretofore and other facts submitted, relevant to the problem now under study,

such as the nature of the business and its financial return, the Board rejects the demand of the Union for an 8-hour day and 40-hour week and overtime after, and recommends the offer made by the Company to the Union on May 11, 1961, confirmed by letter the following day, as detailed on page 1 of the present Report, under the heading "The Dispute". This offer covers four points:

1. Term of agreement;
2. Wages;
3. Compensatory payment for work on statutory holidays; and
4. Vacation pay.

This recommendation of the Board is a majority decision: the Chairman and the Member representing the Company. The Member representing the Union is dissident. Mr. Jean G. Larivière, representing the Union, will file a separate Report.

AND WE HAVE SIGNED:

On this 16th day of November 1961, in Montreal, Quebec.

(Sgd.) G. D. LAVIOLETTE,
Chairman.

On this 18th day of November 1961, in Quebec, Que.

(Sgd.) MARCEL BÉLANGER, C.A.,
Member.

MINORITY REPORT

For the following reason I find it impossible to agree with the Company's argument or that of my two colleagues on the Board (that hours of service can't be established for the vessels subject in these proceedings). Hours of work in all industries that I am aware of are regulated to a certain degree and *due to this most important reason* it is impossible for me to make any other recommendations than those following:

8. Vacation Pay

(a) An employee shall be entitled to receive fourteen (14) days' pay (in lieu of vacation), provided he serves continuously aboard ship from the time of Spring fit-out to the completion of lay-up in the Fall, or has been absent for reasons satisfactory to the Master.

(b) For shorter periods of service all employees shall receive a *pro rata* payment for each day of service on the basis of fourteen (14) days' pay for 270 days' service, or 14/270ths of the basic daily rate for each day of service as set out in the Vacation Pay column in paragraph 18 of this agreement.

(c) The Company shall remit the vacation pay of its employees to the SIU Vacation Pay Fund once each month. The basis for payment shall be fourteen (14) days' par for 270 days' service or 14/270ths of the basic daily rate for each payroll day.

Employees shall be paid vacation pay at any time through the offices of the Union upon documentary evidence of days on the company payroll.

10. Statutory Holidays

The Company agrees to recognize the following holidays:

1. New Year's Day
2. Good Friday
3. Dominion Day
4. Queen's Birthday
5. Labour Day
6. Remembrance Day
7. Thanksgiving Day
8. Christmas Day

In the event that any of the foregoing holidays falls on a Sunday, the following Monday will be observed as the holiday. When the vessel is on the run the work performed on a holiday shall be that usually performed on a Sunday. It is agreed that as of the date of signing, statutory holidays will be paid to the termination of the contract at the same rate as now paid for Sunday work, and in the case of a statutory holiday falling on a Saturday or a Sunday, the following Monday will be celebrated and paid for as the statutory holiday, providing of course that in all cases of statutory holiday pay the employee does actually work. If the employee does not work on a statutory holiday, he will receive his usual daily wage.

17. Tank Cleaning

When employees are required to clean tanks, those on duty shall be paid overtime at the regular overtime rate, and those off duty shall receive time and one-half thereof for the same work. Additionally, employees entering fresh water tanks for the purpose of cleaning shall receive the same pay as above.

18. Schedule of Monthly Wages

The scale of wages in effect during the term of this contract from December 1, 1960 to November 30, 1961, is as follows:

VACATION					
		Based			
		Over-time		on 270	
		Per		days	
		Per		maxi-	
		hour		mum	
Per	Per	Per	Per	Per	Per
30 day	Day	hour	hour	maxi-	Day
Month	Day	hour	hour	mum	Day
Sailors—\$329.00	\$10.96	\$1.85	\$153.44	.57	
Cooks—\$465.96	\$15.54	\$2.32	\$217.56	.82	

**19. Hours of Work (48-hour week)
(44-hour week)**

It is agreed that the normal work week shall be of six (6) days of eight (8)-hours per day, Monday through Saturday, until the completion of lay-up for the 1960 season. At the commencement of fit-out for the 1961 season the normal work week shall be of five and one-half (5½) days of eight (8) hours per day, Monday through Friday, and four (4) hours on Saturday. In consideration of the fact that the operation of a ship may necessitate men working in excess of the normal work week of forty-eight (48) hours, or of forty-four (44) hours, there shall be paid to those whose normal work exceeds the same, compensatory payments as set out in Schedule "A" of this agreement on the basis of time and one-half the basic daily rate; providing always that when work on a Saturday or Sunday exceeds eight (8) hours, employees shall be paid the regular overtime rate for work exceeding their regular eight (8) hours.

(a) The regular hours of work for deckhands shall be eight (8) hours per day during each day of the calendar month. Such regular hours may be worked on Monday through Friday in a spread of sixteen (16) hours from 8:00 a.m. to 12:00 midnight. On Saturdays and Sundays the regular hours shall be worked between 8:00 a.m. and 5:00 p.m.

(b) The regular hours of work for cooks, second cooks, messmen and porters shall be eight (8) hours during each day of the calendar month in a spread of twelve (12) hours as determined by the Master from time to time.

(c) The regular hours of work for all other employees shall be eight (8) hours during each day of the calendar month on a three (3) watch system so that four (4) hours on watch shall be followed by eight (8) hours off watch, except where in the Master's or Chief Engineer's discretion it is deemed advisable to break watches while the vessel is in port, anchored, or not otherwise underway. When watches are so broken and "day work" is undertaken, the hours shall be 8:00 a.m. to 5:00 p.m., no employee shall be called upon to work for more than eight (8) hours during such day without payment of overtime, taking into consideration watches which he has stood before "day work" commenced or which he will stand after completion of "day work".

(d) Should an employee fail to report at his regular post at the beginning of his watch, his mate on the preceding watch shall remain at his post until a substitute is secured, and if necessary he shall work the

extra watch for which he shall be paid for the extra time worked at the regular basic rate of wages at the expense of the missing employee.

(e) When a vessel sails without full complement, wages of the absent members shall be divided among the men who must perform the work of the absent member at the regular basic rate of wages only.

(f) When men standing sea watches are promoted for the purpose of replacing men who are injured, sick or absent, they shall receive the differential in pay while so acting.

(g) For the purpose of this agreement, between the hours of 8:00 a.m. Saturday and 8:00 a.m. Monday, and between 6:00 p.m. and 8:00 a.m. weekdays, all ratings shall perform only their routine operational duties. During these periods operational duties shall not include chipping, scraping, scaling and painting.

Whenever possible, and the vessel is in port, Sunday shall be given off.

Every consideration shall be given unlicensed personnel in requests for time off in port for the purpose of obtaining medical care, legal counsel or necessities of life.

20. Overtime and Overtime Payments

Overtime rates per hour for chief cooks, boatswains, wheelmen, able seamen, electricians, crane operators, pumpmen, cargo operators, scrapermen, head tunnelmen, and oilers shall be \$2.32 per hour. All other classifications in this agreement shall receive \$1.85 per overtime hour.

Overtime shall be paid on the basis of the foregoing rates for work performed beyond the regular hours of work for the respective classifications as defined in Article 19 hereof, except as provided in Article 9 (b) and (c) hereof.

(a) An employee who is not on regular duty when called for overtime work shall be allowed fifteen (15) minutes in which to dress.

(b) An employee performing overtime work which ceases before the expiration of one (1) hour shall nevertheless be credited with one (1) hour's overtime.

(c) After the first hour of overtime each further period of one-half (½) hour shall entitle the employee to one-half (½) the hourly overtime rate.

(d) When men are called out to work on overtime and then "knocked off" for less than two (2) hours, excepting where a man is recalled for his regular duties, overtime shall be paid straight through.

(e) At the completion of any overtime work the employee and the officer in charge shall both sign duplicate overtime sheets,

recording the duration of such work, which shall be countersigned and approved by the Master. One (1) copy of the sheet shall be given the employee and the other retained by the Master.

25. Welfare Plan

The Company agrees to continue welfare contributions of twenty cents (.20) per man per day, under the existing welfare plan.

26. Duration of Agreement

This agreement shall remain in force for a period from December 1, 1960 until November 30, 1961, and shall be subject to renewal from year to year thereafter in its present form, unless written notice of desire to amend, modify or cancel any portion of any of the terms hereof is given by either party to the other within sixty (60) days prior to the expiration of any such annual period, and such modification or

cancellation of any portion of or any of the terms have not been agreed upon in writing between the parties hereto.

SCHEDULE "A"

Compensatory Rates per Hour for Saturdays, Sundays and Holidays

	Sailors	Cooks
½ hr. ....	.34	.48
1 hr. ....	.68	.97
2 hrs.	1.37	1.94
3 hrs.	2.05	2.91
4 hrs.	2.74	3.88
5 hrs.	3.42	4.85
6 hrs.	4.11	5.83
7 hrs.	4.79	6.80
8 hrs.	5.48	7.77

The whole respectfully submitted,

(Sgd.) JEAN LARIVIÈRE,
Member.

Montreal, November the 24th, 1961.

Report of Board in Dispute Between

Federal Commerce & Navigation Company Limited

and

Seafarers' International Union of North America

This is the decision of the Board constituted by the Minister of Labour on June 13, 1961.

The Board comprised A. Stuart Hyndman, representing the Company, Jean G. Larivière, representing the Union, and was presided over by René Lippé, District Judge of the Magistrate's Court of the Province of Quebec.

The sittings were held in the Court House in Montreal.

During November, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and Federal Commerce & Navigation Company Limited, Montreal.

The Board was under the chairmanship of His Honour Judge René Lippé of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, A. Stuart Hyndman and Jean G. Larivière, both of Montreal, nominees of the company and union, respectively.

The Report was signed by all three members but contains the majority and minority recommendations.

The Report is reproduced here.

The dispute arises from the request of the Union to negotiate a revision of the terms of the Collective Agreement *relating to wages*. The Agreement is a three-year-old contract, providing for a wage re-opening period, terminating January 12, 1961.

The Union has reopened negotiations in accordance with the Agreement for the revision of sections 1 and 4 of Article 3.

The authority of this Board to negotiate this dispute arises from Article 13 of the Collective Agreement.

Article XIII—Duration of Agreement

This Agreement shall remain in force for the period from the date hereof until January 12th, 1963; provided, however, if either party hereto shall give written notice to the other party hereto at any time during the last sixty days of the first year of this contract *terminating May 25th, 1961*, the party giving such notice may require such other party to commence collective bargaining with the view to the revision of the figures set out in Section 1 and 4 of Article III hereof, in which event this agreement shall be subject to revision in respect of such figures, but not otherwise, and any such revision agreed to by the parties hereto shall apply only to the year or years following the year in which such notice was so given.

The Union has demanded a revision of the Agreement itself. In other words, the Union is asking for a wage increase and a wage differential for voyages made within the Great Lakes, which is commonly called "Lake Differential".

The Company has taken exception to the Union's statement, relating to both a Lakes differential and an increase in wages.

The Company claims that the Union is attempting to revise a basic condition of the Agreement by demanding now that instead of one set of wages, there would be two sets of wages depending on the trades engaged in by the Company. Furthermore the Company claims that the wages paid to the employees are relatively high and compare favourably with wages paid by the industry at large.

At the time of the signing of the Agreement, the Company was the owner and operator of two vessels, *Federal Pioneer* and *Federal Voyager*. One of the vessels has been sold since and the Company is now operating only the *Federal Voyager*.

Lakes Differential

It is the opinion of this Board that the wording of the wages re-opener clause (Article 13) is such that it enables the Union to negotiate two sets of wages depending on the trades engaged in by the Company.

This is a majority decision of this Board, Mr. A. Stuart Hyndman, Company nominee, dissenting.

Wages

The members of this Board have given a very serious consideration to this question of the Union's demand for increased wages. Particularly the members have examined the Collective Labour Agreement in force between the same Union and the owners and operators of other comparable vessels.

This Board has been impressed by an Agreement signed a few days ago, between the same Union and the owners and operators of the two vessels, M.V. *West River* and M.V. *Alexander T. Wood*, in which the parties agreed to an increase of 7% of the basic scale. However the proof has revealed that the M.V. *Alexander T. Wood* and the M.V. *West River* are bigger vessels built for the carriage of bulk commodities while the *Federal Pioneer* is unsuitable for the carriage of coal or ore, or other bulk commodities as returning cargoes into the Lakes.

In view of this difference, it is the opinion of this Board that a general over-all increase of 5% should be added to the basic scale.

This is a majority decision of this Board, Mr. Jean G. Larivière, Union nominee, dissenting.

This Board, under reserve of the dissenting decision of Mr. Hyndman, Company nominee, on the Lakes Differential and under reserve of the dissenting decision of Mr. Larivière, Union nominee, on the increase in wages, recommends that the two following clauses of the Agreement signed between the same Union and the operators of M.V. *Alexander T. Wood* and M.V. *West River*, be implemented in the Agreement signed between the above-named parties.

1. The scale of wages payable to the unlicensed personnel will be that provided under the Canadian National Steamships Ltd. (West Indies) Standard Collective Agreement Form, plus 5% to be known as the "basic scale" and to be applicable at all times except when the vessels are engaged in Great Lakes or Coastal cargo voyages as defined in the following paragraph when it is agreed that the operators will provide wages, hours and conditions for the unlicensed crew as described in the Collective Agreement then in force between the Union and the Association of Lake Carriers, such wages, etc., to be known as the "differential".

2. Great Lakes and Coastal Cargo Voyages as referred to in Paragraph 2 will mean voyages between ports within the area of the Great Lakes and the St. Lawrence River which will be effectively reserved to Canadian registered vessels under legislation enacted by the Canadian Government in pursuance of its declared policy to modify the British Commonwealth Shipping Agreement to exclude Commonwealth registered ships from trading within such area with the understanding that for the purpose of this agreement, the area within which the "differential" will apply will be contracted or extended automatically in line with whatever legislation is enacted by the Canadian Government to define from time to time the trading area reserved exclusively to Canadian registered vessels.

The whole respectfully submitted,

Montreal, November 27, 1961.

(Sgd.) RENÉ LIPPÉ,
Chairman.

(Sgd.) A. STUART HYNDMAN,
Member.

(Sgd.) JEAN LARIVIÈRE,
Member.

Report of Board in Dispute between

Motor Transport Industrial Relations Bureau, Toronto
and

International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America

This is the report of the Board of Conciliation which was appointed on or about the 28th day of September A.D. 1961.

The Board met with the parties in Oshawa on October 20, 1961, at which time the companies were represented by: A. A. Bacon, McCallum Transport Ltd.; J. A. Donaldson, Motor Transport Industrial Relations Bureau; H. S. Ogden, McCallum Transport Ltd.; H. Allan, H. J. Quinn, H. H. Quinn, Maris Transport Ltd; R. A. Bouffard, Auto Haulaway Ltd.; G. W. Berry, Nu-Car Releasing Limited; H. J. Mothersill, Gen. Auto Shippers Ltd.; Lloyd Haynes, Charlton Transport Ltd; T. Steen, Russell Transport Ltd.; W. Henderson, F. W. Murray, Motor Transport Industrial Relations Bureau. The union was represented by: Leo J. Labonbard, President; Syd McAfee, Business Agent; K. E. Fowler, Fred Moore, Al Boothef, G. Donovan, A. Ellis, L. Theorit, Negotiating Committee; Frank Godley, Union Reporter.

The entire contract was referred to the Board as being in dispute between the parties.

At the outset the union expressed the opinion that no genuine negotiations had taken place between the parties and the companies at no time had given serious consideration to the various non-monetary points which are in dispute. The union has decided that a completely new collective agreement should be negotiated at this time to clear up many of the vague portions of the existing contract, which expired on July

1 last. As a result, the demands of both the companies and the union were most detailed.

The companies emphasized that they, too, wished to change many of the existing clauses in the contract and particularly those portions dealing with seniority provisions and work assignment. The companies also pointed out that the demands of the union for certain categories of employees amounted to approximately \$1.35 per hour increase. The union was also requesting additional payments toward the welfare plan and extensive contributions toward a pension plan.

The companies are most perturbed in that the union has been unable or unwilling to present details of the benefits which would be received by employees under both plans. This concern has resulted from complaints received by employees of the various companies that benefits have been curtailed while the funds are apparently producing a profit or a surplus. The companies have, therefore, required, as a condition of further negotiations on these points, that particulars of the respective plans indicating the benefits to which employees would become entitled must be presented before any consideration will be given to increasing the companies' contributions.

The union indicated that it was willing to present in some detail, but with a certain amount of flexibility, the particulars of these two plans. It appears obvious to the members of this Board that no true negotiating has taken place between the parties and it would seem that they have been relying on the protection of the Act to prevent either a strike or a lockout. No board of conciliation could possibly deal with the variety and extent of the points in dispute. It appeared to the members of the Board that only two alternatives were open, namely:

(a) That the matter be adjourned for a short period of time to permit direct negotiations during this interval, or

(b) That the Board disband, submit a report and allow the parties to deal directly with each other.

(Continued on page 96)

During November, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with the dispute between Motor Transport Industrial Relations Bureau, Toronto (representing certain companies within federal jurisdiction), and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

The Board was under the Chairmanship of His Honour Judge H. C. Arrell of Hamilton. He was appointed by the Minister on the joint recommendation of the other two members, Michael O'Brien and Paul Siren, both of Toronto, nominees of the Bureau and union, respectively.

The Report is reproduced here.

LABOUR LAW

Legal Decisions Affecting Labour

British Columbia courts rule on limitations on peaceful picketing, on legality of picketing all business locations of same employer, on question of court review of arbitration awards, on application of Labour Relations Board's cease and desist orders, and on the validity of a certification order of the Board

In British Columbia, the Court of Appeal held that the Trade-unions Act does not prohibit peaceful information picketing in case of an illegal strike; in such situation, however, peaceful picketing that aims to persuade is prohibited. The restriction is not directed at the suppression of free speech but to protect freedom of an individual to carry on his legitimate business without interference and is *intra vires* of the provincial legislature.

In another decision, the Court of Appeal held that under the British Columbia Labour Relations Act the ruling of an arbitration board constituted by the parties under a collective agreement, being a decision of a private and not statutory arbitration board, is not subject to *certiorari* proceedings.

The British Columbia Supreme Court ruled that the union, instead of using the cease and desist order procedure under the Labour Relations Act to obtain a restraining order, may claim such an order as an ancillary right in an action for damages under the Trade-unions Act. In another decision, the Supreme Court ruled that under the Trade-unions Act, when a strike is legal, a union that is bargaining agent for certain units of a company's employees in some of the company's business locations may lawfully picket other business places of the same company, for which it is not bargaining agent and where there is no labour dispute. In another decision, the court ruled that, when the Labour Relations Board, in certifying a union, did not either depart from or abuse its jurisdiction, the decision of the Board should not be quashed on procedural grounds.

In Ontario, the High Court ruled that the Jurisdictional Disputes Commission under the Labour Relations Act had no jurisdiction to deal with a complaint regarding the

assignment of work coming from a union that had no members in the company's employ.

British Columbia Court of Appeal...

... holds that Trade-unions Act does not prohibit information picketing, upholds limitations in Act

On August 17, 1961, the British Columbia Court of Appeal dismissed an appeal from the judgment of Mr. Justice Lord of the B.C. Supreme Court (L.G., Aug. 1961, p. 821) and held, with one judge dissenting, that Section 3 of the Trade-unions Act does not prohibit picketing or communication of information entirely; it does, however, prohibit picketing with the object of persuading somebody to refrain from doing the things specifically mentioned in Section 3(2), except when there is a legal strike or lockout. Further, the Court held that the true object of the restrictions on the right to picket under Section 3(2) of the Act was the protection of the liberty of a person to carry on his legitimate business and to use his premises without interference, except in case of a legal strike or lockout.

Mr. Justice Tysoe, rendering the majority judgment, recalled that a building contractor who was engaged in constructing a service station in Vancouver was approached by a man claiming to be a representative of the carpenters' union who told him that all carpenters employed on the construction work would have to join the carpenters' union or that members of that union would have to be employed on the work. The constructor told the man that the men working for him did not want to join the union.

Some days later, the person in question appeared at the site of construction with a placard that read "non-union men are

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

working on this job." Sometimes he was accompanied by another man. Some suppliers of materials for the construction refused to cross this picket line, resulting in delay in the work, and damage. Apart from the alleged breach of Section 3 of the B.C. Trade-unions Act, there was no wrongful conduct.

The picketing was stopped when the contractor obtained, first, an *ex parte* injunction restraining picketing for four days. Later, on May 2, Mr. Justice Lord gave judgment to continue injunction until the trial. From the latter judgment, appeal was made on the grounds that the judge erred in holding that Section 3(2) of the Trade-unions Act rendered unlawful the picketing conducted in the case under review and that Section 3(2) of the Act infringed freedom of speech and the exercise of that freedom by the citizens of Canada, and was therefore *ultra vires* the Legislature of the province of British Columbia.

Section 3 of the Trade-unions Act reads as follows:

S. 3 (1) Where there is a strike that is not illegal under the Labour Relations Act or a lockout, a trade-union, members of which are on strike or locked out, and anyone authorized by the trade-union may, at the employer's place of business, operations or employment, and without acts that are otherwise unlawful, persuade or endeavour to persuade anyone not to

- (a) enter the employer's place of business, operations, or employment; or
- (b) deal in or handle the products of the employer; or
- (c) do business with the employer.

(2) Except as provided in subsection (1), no trade-union or other person shall persuade or endeavour to persuade not to

- (a) enter an employer's place of business, operations, or employment; or
- (b) deal in or handle the products of any person; or
- (c) do business with any person.

Mr. Justice Tysoe concurred with the opinion of the Court below that Section 3 does not prohibit picketing or the dissemination or communication of information entirely. But, in his opinion, it does prohibit picketing or the dissemination or communication of information in an effort to persuade anybody to refrain from doing the things specifically mentioned in subsection (2), except as provided in subsection (1).

It is the purpose with which the picketing or communication of information is done that determines whether it is illegal under Section 3(2). In determining that purpose, Mr. Justice Tysoe added, regard has to be given to the results that were or must have been known to be likely to follow.

In the case under review, there was no strike or lockout. It was argued that the person accused of the breach of the Act did not "persuade or endeavour to persuade" anyone to do any of the things set out in (a), (b) or (c) of Section 3(2), but that he was doing no more than giving out information or "carrying on information picketing." The alleged purpose of picketing was simply to let interested persons know the facts so that they could do as they wished.

In Mr. Justice Tysoe's opinion, persuasion takes many forms. It may be by words or conduct, or both, and conduct can be as powerful a means of persuasion as words. He could not accept the contention that the man who was picketing was doing no more than giving out information to persons who might be in or about the business premises of the contractor that "non-union men are working on this job." No doubt, information was being given out, but the walking up and down in front of the premises carrying a sign, accompanied at times by someone else—picketing as such conduct is called—was more than informing. It was a means of persuading or endeavouring to persuade persons to do any or some of the things set out in (a), (b), (c) of subsection 2 of Section 3 of the Trade-unions Act.

The question whether a person is persuading or endeavouring to persuade someone else to do some particular things depends in great measure on the purpose and intention behind certain acts. The man who was picketing in the case under review was not, in Mr. Justice Tysoe's opinion, giving out information in the abstract; he must have hoped for some result from his conduct, and his hope, his intention and his purpose were to persuade persons not to do any or some of the things set out in Section 3(2). This hope and purpose was, in fact, realized, in that some suppliers of materials for the construction work refused to cross the picket line.

Having found that the man in question was giving out information, one cannot stop there; but one must go on and determine what purpose was behind the giving out of information in the manner in which it was being given out. Picketing, which was the manner employed, is a well-known method used by labour to induce persons not to deal with the person or company whose premises are being picketed, and not to enter those premises. In Mr. Justice Tysoe's opinion, under the conditions and in the circumstances of the dispute under review, the picketing constituted an endeavour to persuade within the meaning of Section 3(2) of the Act.

An argument was advanced that those persons who refused to cross the picket line made the decision for themselves. In Mr. Justice Tysoe's opinion, they did so because they were "persuaded" by the man who was picketing.

Next, Mr. Justice Tysoe dealt with the submission that Section 3, subsection (2) of the Trade-unions Act infringes freedom of speech and the exercise thereof by citizens of Canada and is therefore *ultra vires* the Legislature of the Province of British Columbia.

In this respect, it was submitted to the Court that freedom of speech is one of the foundations of the Canadian Constitution. It extends not only to the political affairs of the nation and the provinces, but to every kind of economic and social activity. Freedom of speech is exercisable in relation to industrial disputes, and peaceful picketing is a legitimate expression of that freedom. The provinces cannot pass legislation that infringes freedom of speech; therefore, the provinces cannot pass legislation curtailing the right to picket peacefully. Nobody was denying that the legislation in question was relating to property and civil rights in the province, but the contention was that subsection 2 encroached upon the right of every Canadian citizen to engage in free speech, and no province can, by legislation, encroach upon that right. Therefore, subsection (2) is outside the scope of Section 92 of the B.N.A. Act.

Mr. Justice Tysoe said he was not aware of any judicial decision that would hold that a provincial Legislature, when legislating in relation to a matter coming within the classes of subjects enumerated in Section 92 of the B.N.A. Act, could not, under any circumstances nor to any extent, incidentally infringe upon what is called freedom of speech. In fact, some eminent judges recognized this right of the provinces.

When the past judgments speak of freedom of speech, they express only an opinion that provinces have no power to enact legislation that, in its true nature and character, relates to freedom of expression concerning any policy or activity of government or political parties or public men, or concerning public affairs or religious subjects or bodies. They are speaking in terms of the political institutions or religious practices of this country, subject matters that, in the opinion of Mr. Justice Tysoe, are outside the scope of the case at bar.

Moreover, freedom of speech is not unlimited. In *Reference re Alberta Bills* (1938), S.C.R. 100, Chief Justice Duff said:

The right of public discussion is, of course, subject to legal restrictions; those based upon consideration of decency and public order, and

others conceived for the protection of various private and public interests with which, for example, the laws of defamation and sedition are concerned.

In *James v. Commonwealth* (1938) A.C. 578, Lord Wright stated:

"Free" in itself is vague and indeterminate... Free speech does not mean free speech; it means speech hedged in by all the laws against defamation, blasphemy, sedition and so forth; it means "freedom governed by law".

Prof. W. R. Lederman, in his article entitled "The Nature and Problems of a Bill of Rights" (37 Can. Bar Review) said:

We depend on the law to define the outside limits of the respective areas of freedom or liberty in the total realm of actual or possible human activity... Freedom of expression is the residual area of natural liberty remaining after the makers of the common law and the statute law have encroached a little by creating inconsistent duties.

To these quotations, Mr. Justice Tysoe added that "freedom cannot be unlimited, if only because the interests of the whole community of citizens require that some limitations and restrictions be placed upon it."

Returning to the consideration of the "pith and substance" of subsection (2) of Section 3, Mr. Justice Tysoe noted that the subsection was, in essence, a prohibition against persuading or endeavouring to persuade anyone not to have business dealings with a person. But this prohibition is subject to an exception contained in subsection (1). Where there is a legal strike or a lockout, a trade union, members of which are on strike or locked out, and anyone authorized by the trade union, may, at the employer's place of business, operations or employment and without acts that are otherwise unlawful, persuade or endeavour to persuade anyone not to have business dealings with the employer. The two subsections must be read together as expressing a single legislative purpose.

The true object, purpose, nature or character of subsection (2) is, Mr. Justice Tysoe added, protection of the liberty of a person to carry on his legitimate business in the province and to the use of his premises without interference, except when he is an employer who is himself involved in a legal strike or a lockout. The purpose of subsection (2) is to prevent interference with the lawful business and operations of a person who is not himself involved as an employer in a legal strike or a lockout. The subsection is in no way directed to the suppression of free speech, albeit it may have the incidental affect of limiting what one person may say of or about another or his business. This incidental effect does not place it outside the legislative competence of the province.

In conclusion, Mr. Justice Tysoe held that Section 3 of the Trade unions Act is legislation which, in its true nature and character, relates to property and civil rights within the province and, therefore, is *intra vires* the legislature of British Columbia.

Mr. Justice Norris, in his dissenting opinion, held that the Trade-unions Act of 1959 did not prohibit information picketing. The distinction between information picketing and persuasive picketing has always been recognized in the court decisions. In the case at bar, the picketing that took place was information picketing and the refusal of suppliers to carry out their contracts was the result of their decisions and the contractor's remedy, if any, was against the suppliers. While admitting that there can be forms of persuasion by passive means, Mr. Justice Norris held that the word "persuade" in Section 3(2) requires definite action, i.e., active persuasion which, in his opinion, did not take place in the case at bar.

The Court of Appeal, with Mr. Justice Norris dissenting, dismissed the appeal and upheld the judgment of Mr. Justice Lord of the British Columbia Supreme Court *Koss v. Konn et al* (1961), 36 W.W.R., Part 3, p. 100.

British Columbia Court of Appeal. . .

. . . rules that writ of *certiorari* not applicable to arbitrators set up by collective agreement

On May 19, 1961, British Columbia Court of Appeal held that prerogative writs of *certiorari* and prohibition are not applicable to ordinary private arbitrators set up by agreement of the parties under a collective agreement. Such writs are applicable only in case of a statutory arbitrator or arbitration board to whom, by statute, the parties must resort.

The court was considering an appeal by the International Union of Mine, Mill and Smelter Works of Canada, Local 663, from the judgment of Mr. Justice McInnes of November 29, 1960, in which upon an application by Howe Sound Co., *certiorari* was applied to quash an award of a board of arbitration appointed under the provisions of a collective agreement between the Company and Local 663.

Counsel for the union submitted that the Company's application for a writ of *certiorari* was misconceived in that *certiorari* does not lie against the decision of the arbitration board in the case under review.

Section 22 of the B.C. Labour Relations Act (before 1961 amendments), which was in force at all relevant times, is as follows:

S. 22(1) Every collective agreement entered into after the commencement of this Act shall contain a provision for final and conclusive settlement without stoppage of work, by arbitration or otherwise*, of all differences between the persons bound by the agreement concerning its interpretation, application, operation, or any alleged violation thereof.

(2) Where a collective agreement, whether entered into before or after the commencement of this Act, does not contain a provision as required by this section, the Minister shall by order prescribe a provision for such purpose, and a provision so prescribed shall be deemed to be a term of the collective agreement and binding on all persons bound by the agreement.

The collective agreement in force between the Company and the Union, dated November 27, 1958 and effective December 1, 1958, provided in Art. 16 for grievance procedure. In the case of any local dispute that could not be settled between the employee and the shiftboss or foreman, the matter was to be submitted in writing to the Plant Grievance Committee and to the Superintendent. If they failed to settle the dispute, the matter was to be submitted in writing to the Manager and the representative of the International Union of Mine, Mill and Smelter Workers on the General Grievance Committee of the local union. In the event of their failure to agree, they would endeavour to select an arbitration board of three, in accordance with a procedure set out in the agreement.

The grievance procedure provisions also provided that pending the settlement of the dispute the employees involved must continue to work until final decision has been reached.

Under Art. 16 of the collective agreement, the arbitration board was set up and, on November 28, 1960, a decision was rendered, which later was challenged and quashed on *certiorari* proceedings.

Mr. Justice Tysoe, who rendered the judgment of the Court of Appeal, noted that *certiorari* does not lie against an arbitrator or arbitration board unless the arbitrator or board is a statutory arbitrator or statutory board, that is, a person or a board to whom, by statute, the parties must resort. Prerogative writs of *certiorari* and prohibition, he added, do not go to ordinary private arbitration boards set up by agreement of parties. Consequently, the issue at bar was to decide whether the arbitration board, in the case under review, was a private arbitration body set up by agreement or a statutory board.

*In the 1961 amendment, the word "otherwise" was replaced by "such other method as may be agreed to by the parties."

In the opinion of Mr. Justice Tysoe, only by reason of the provisions of Section 22 of the Labour Relations Act could the arbitration board qualify as a statutory board. The question was, therefore, did Section 22 create a statutory arbitration board to which the parties to the collective agreement have agreed to refer for the final settlement of their differences?

His answer to this question was in the negative. In his view, Section 22 did not create an arbitral tribunal or any other tribunal or body. It merely requires the parties to a collective agreement to agree between themselves on a method for finally and conclusively settling any differences without stoppage of work, and to embody their agreement in the collective agreement. If they do not do this, the Minister is to do it for them and his method becomes embodied in and forms part of the collective agreement. The method may be "by arbitration or otherwise." The parties may select and provide their own method and the only condition is that it shall achieve the desired result, namely, the final and conclusive settlement of differences without stoppage of work.

Further, Mr. Justice Tysoe added that the Legislature had not said that the parties must report to an arbitration board or to any particular person or body of persons. It has left the parties complete freedom of choice in this respect. All the Legislature has said was that there must be a method by which disputes will be finally and conclusively determined without stoppage of work. To find the method, one turns to the collective agreement.

In the case at bar the parties have agreed that all differences should be settled by an arbitration board of three, one to be selected by the Union, one by the Company, and a third, who would be the chairman, by the other two, and failing their agreement, by the Labour Relations Board of British Columbia. This, in Mr. Justice Tysoe's opinion, was a private arbitration board set up by the parties themselves and not by the Legislature. It was not a statutory body, therefore *certiorari* was not applicable.

Mr. Justice Tysoe distinguished the situation under the B.C. Labour Relations Act in the case under review from that in the case *Re International Nickel Co. of Canada Ltd. and Rivando* (L.G., Sept. 1956, p. 1155) in which the Court of Appeal of Ontario dealt with Ontario legislation which made it compulsory for parties to a collective agreement to resort to arbitration for settlement of differences and where *certiorari* was held to be applicable to such arbitration. On the other hand, the B.C.

Labour Relations Act does not have that effect because it provides that settlement may be *by arbitration or otherwise*, and it leaves the parties free to agree upon the method.

Mr. Justice Tysoe relied also on the judgment of Chief Justice McNair who, when delivering the judgment of the appeal division of the Supreme Court of New Brunswick in *Re Atlantic Sugar Refineries Ltd., and Bakery and Confectionery Workers International Union of America, Local No. 443* (L.G., July 1961, p. 689), said:

There is little resemblance between the provisions of the Ontario legislation involved in the *Rivando* case and those found in S. 18 of our Labour Relations Act. The latter do not compel resort to arbitration nor to a tribunal created by statute. They require the inclusion in every collective agreement of a provision for the final settlement without stoppage of work of differences concerning the meaning of violation of the agreement *by arbitration or otherwise*, and further provide that, in the event of failure of the parties to so provide, the Labour Relations Board shall, *upon application by either party to the agreement*, by order prescribe a provision for such purpose and a provision so prescribed shall be deemed to be a term of the collective agreement and binding on the parties and others mentioned.

In the New Brunswick case, the Court had before it legislation resembling in form Section 22 of the British Columbia Labour Relations Act.

Mr. Justice Tysoe reserved for future consideration the question of what the situation would be should the parties to a collective agreement fail to include in the agreement a provision for final and conclusive settlement without stoppage of work so as to bring into operation the provisions of subsection (2) of Section 22 of the Labour Relations Act.

In conclusion, Mr. Justice Tysoe held that the union's appeal should be allowed and the arbitration board's decision restored on the ground that the decision in question was not subject to *certiorari*. *Howe Sound Company v. International Union of Mine, Mill and Smelter Workers (Canada) Local 663*, (1961), 36 W.W.R., Part 4, p. 181.

British Columbia Supreme Court . . .

... holds Labour Relations Boards may make order in nature of an injunction but can not award damages

On May 23, 1961, Mr. Justice Wilson of the British Columbia Supreme Court, on a motion to dissolve an *ex parte* labour injunction obtained previously by a trade union from Mr. Justice Munroe of the same court, ruled that the right of the union to seek a cease and desist order from the Labour Relations Board under Section 7 of the Labour Relations Act for violation by the employer of specified provisions of the Act

does not prevent the union from resorting instead to an action for damages under Section 4 of the Trade-unions Act for violation of the Labour Relations Act; then the union may claim also an injunction as an ancillary right and need not resort, under Section 7 of the Labour Relations Act, to the Labour Relations Board, in duplicate proceedings, for a restraining order.

Local 535 of the Retail, Wholesale and Department Store Union obtained an *ex parte* injunction restraining McLennan, McFeely and Prior Ltd., from doing certain acts prohibited by the Labour Relations Act. The union had alleged, without being contradicted, breaches by the company of Sections 4 and 6 of the Labour Relations Act (the sections deal with the employers' unfair labour practices in connection with employees' union activities) and consequential irreparable or incalculable damage to the Union resulting from the company's behaviour.

In presenting the motion to dissolve this injunction, the company claimed that Section 7 of the Labour Relations Act established a code or method for dealing with the complaints under Sections 4, 5, or 6 of the Labour Relations Act leading to a cease and desist order of the Labour Relations Board, and that the Union should resort to the procedure and not be allowed to maintain the injunction.

Mr. Justice Wilson did not accept this submission. In his opinion, the union can recover damages, and can recover damages for breaches of Sections 4 and 6 of the Labour Relations Act only by resorting to Section 4 of the Trade-unions Act, which reads as follows:

- 4 (1) An employers' organization, trade-union, or other person who
- (a) does, authorizes, or concurs in anything prohibited by the Labour Relations Act; or
 - (b) fails to do anything required by the Labour Relations Act; or
 - (c) does, authorizes, or concurs in anything that is contrary to Section 3 of this Act is liable in damages to anyone injured thereby.
- (2) The act of any member of an employers' organization or trade-union is presumed, unless the contrary is shown, to be done, authorized or concurred in by the employers' organization or trade-union.

Further, Mr. Justice Wilson added that Section 7 of the Labour Relations Act does not empower the Labour Relations Board to award damages; it does, however, permit the Labour Relations Board to make an order in the nature of an injunction. However, the power to grant an injunction is a

usual and ancillary right arising under proper circumstances in an action for damages.

The company, in Mr. Justice Wilson's opinion, could not argue that the Union might not, under Section 4 of the Trade-unions Act, sue for damages. And, if this is so, the Union may also enforce the ancillary right to an injunction and need not resort to the Labour Relations Board in duplicate proceedings under Section 7 of the Labour Relations Act to obtain a restraining order.

The application to dissolve injunction was dismissed. *Retail, Wholesale and Department Store Union, Local 535, v. McLennan, McFeely and Prior Ltd.*, (1961), 29 D.L.R. (2d), Parts 2 and 3, p. 191.

British Columbia Supreme Court...

... rules that union not prevented from picketing other places of business of the same employer

On September 7, 1961, Mr. Justice Collins of the British Columbia Supreme Court ruled that Section 3(1) of the Trade-unions Act does not prevent a trade union that was certified as bargaining agent in respect of some of an employer's places of business from picketing, in the course of a legal strike, other places of business of the same employer for which the union was not bargaining agent.

Taylor, Pearson & Carson (B.C.) Limited carries on business as a wholesale automotive, industrial and electronic supplier at 13 or more different locations in British Columbia. Local 535 of the Retail, Wholesale and Department Store Union was the certified bargaining agent for certain units of the company's employees at eight only of the locations and had a collective agreement which did not cover the employees in the remaining locations and which expired on May 31, 1960. An entirely different union had a collective agreement with the company's employees at three locations for which Local 535 was not certified.

Negotiations followed without settlement and later conciliation proceedings took place, also without settlement. On July 17, 1961, the company's employees, at five of the eight locations for which Local 535 was certified, went on strike. In the course of the strike, Local 535 also picketed five of the company's locations in respect of which it was not certified as to any unit and where there was no strike.

The company claimed that picketing of these five locations caused a falling off in business and breaches of contract that the company had with cartage contractors.

The Union had publicly stated the intention of picketing all of the company's operations in the province. The placards carried by the pickets read as follows: "Members of Retail Wholesale Union A.F. of L.—C.I.O. Employed by Taylor, Pearson & Carson (B.C.) Ltd. Elsewhere on Strike." The company argued that although the statement on the placards was true, nevertheless they misled members of the public and customers into believing that a strike was in existence at those five premises. The company conceded that the strike in which Local 535 was involved was legal and the union conceded that the pickets were endeavouring to persuade the persons who approached the five locations in question not to perform any of the actions referred to in Section 3(1) of the Trade-unions Act. Further, the union claimed that the prohibition contained in subsection (2) did not apply to the pickets.

Mr. Justice Collins summed up the company's argument as follows: The status of a trade union in relation to an employer is determined by the Labour Relations Act in relation to units of employees appropriate for collective bargaining; that under the Act and regulations certification of a trade union is made with respect to one or more units; that collective agreements are made with respect to one or more units; that proposed strikes are voted on by units separately and strikes are declared with respect to individual units; that the mutual rights and duties as between employer and employee in the Labour Relations Act are dealt with by the Legislature on a unit basis and therefore it was logical to assume that when other rights and duties as between employees and trade unions were made the subject of the further legislation found in the Trade-unions Act, the Legislature intended it to apply on a unit basis. Consequently, if Section 3(1) be applied on a unit basis, the permission thereby given to a trade union applies only to locations where its members are on strike in units for which the union is certified. Further, the company argued that, if the permission given by Section 3 to persuade or endeavour to persuade anyone not to perform any of the acts listed under (a), (b), (c) of Section 3(1) be not interpreted so as to apply on a unit basis, it could very well result in permissible picketing of locations containing only units of the union's own members which were not on strike, as well as locations containing only employee units for whom another trade union was certified and in respect of which there was a subsisting collective agreement and no strike.

The Union, relying on Mr. Justice Rand's statement in *Aristocratic Restaurants Ltd. v. Williams* (L.G. 1951, p. 1553), argued that strikes and peaceful picketing have long been recognized as a lawful and proper method of bringing economic pressure against the whole undertaking of an employer. In the *Aristocratic Restaurants* case, Mr. Justice Rand said:

The fact that two of the restaurants were not within the unit of employees for which the union was authorized to act does not affect the question; the owner's economic strength is derived from his total business; and it is against that that the influence of information is being exerted.

Mr. Justice Collins, in reaching his decision, referred to the so-called golden rule of interpretation to be found in *Maxwell on Interpretation of Statutes* (10th ed., p. 7):

The golden rule is that the words of a statute must *prima facie* be given their ordinary meaning . . . Judges are not called upon to apply their opinions of sound policy so as to modify the plain meaning of statutory words. . .

Mr. Justice Collins did not find any provision of Section 3 of the Trade-unions Act, when interpreted in accordance with the above rule, to be repugnant to any provision in the Labour Relations Act.

Counsel for the company suggested that the opening words of subsection (1) of Section 3 "where there is a strike" could properly be interpreted as meaning or designating "a place at which a strike is in existence." Mr. Justice Collins noted that the meanings given for the word "where" by the *Shorter Oxford English Dictionary* make it clear that the word "where" may refer to either "place" or "circumstances". In his view, as used at the beginning of subsection (1) of Section 3, the words "where there is a strike" means "in circumstances in which there is a strike."

Referring to the dispute at bar, Mr. Justice Collins noted that there was a strike which was not illegal under the Labour Relations Act. The members of Local 535 for which the union was certified were on strike. Pickets in not improper numbers authorized by the union were present at several of the places of business, operations or employment of the company and, without acts that were otherwise unlawful, by means of their presence and placards containing true statements were persuading or endeavouring to persuade persons not to perform the acts set out in clauses (a), (b) and (c) of subsection (1) of section 3. In Mr. Justice Collin's view, this was exactly what Section 3(1) said in clear terms and without any ambiguity may lawfully be done. Nowhere in the Trade-unions Act could he

find any indication that the Legislature intended subsection (1) of Section 3 to be interpreted on the basis of whether a place of business, operations, or employment did or did not contain in whole or in part a unit of employees which was on strike or for which a given trade union was currently certified.

The company's motion for an injunction to restrain Local 535 from picketing five of the company's business premises was dismissed. *Taylor, Pearson & Carson (B.C.) Limited v. Retail, Wholesale and Department Store Union, Local 535*, (1961), 36 W.W.R., Part 4, p. 175.

British Columbia Supreme Court...

...refuses to quash certification order when complaint based mainly on procedural grounds

On March 10, 1961, Mr. Justice Brown of the British Columbia Supreme Court, on *certiorari* motion, refused to quash a certification order of the Labour Relations Board when the substantial complaint was as to procedural matters and when there was no departure from jurisdiction or an abuse of jurisdiction.

In July 1952, the Fruit and Vegetable Workers' Union, Locals Nos. 1, 2, 3, 4, 5, 6, 8, 9 and 11, were certified for a unit employed by 23 employers in 30 packing-houses in the Okanagan Valley. Later, each of the said unions changed their name to B.C. Interior Fruit and Vegetable Workers' Union, Local No. 1572. Then the Board was requested to change the name of the unions in the certification order. The Board, being satisfied that the employees in the unit desired the requested change, issued, in May 1959, pursuant to Section 65(2) of the Labour Relations Act, a "Variation of Certificate" order by which the certification order of July 1952 was varied by deleting the names Fruit and Vegetable Workers' Unions, Locals Nos. 1, 2, 3, 4, 5, 6, 8, 9 and 11, and inserting in their place the name B.C. Interior Fruit and Vegetable Workers' Union, Local No. 1572.

The Board's order was challenged, in *certiorari* proceedings, mainly on the point that although the order purported to be only a variation of a bargaining agent's name, in reality it created a bargaining certificate for a new entity.

On the evidence presented, Mr. Justice Brown noted that there was more than a mere change of name involved. Actually, the new certified union was a different union from the agent originally certified. However, the Board and Local No. 1572 maintained that Fruit and Vegetable Workers' Unions, Locals Nos. 1, 2, 3, 4, 5, 6, 8, 9 and 11,

merged with B.C. Interior Fruit and Vegetable Workers' Union, Local No. 1572, and that substantially the same personnel were involved. Mr. Justice Brown had some doubts whether the procedure applied by the Board was strictly in accordance with legal niceties, but he noted that all parties were before the Board and the proceedings were not suggested to be irregular. No minority was overwhelmed by lack of notice or otherwise. In effect, Mr. Justice Brown added, the Board has compressed the somewhat lengthy procedure that a lawyer might think necessary to perfect the metamorphosis arising from the merger.

Dealing with the matter of applicability of *certiorari* to the Labour Relations Board's decision, Mr. Justice Brown was of the opinion that, although there was no specific provision in the Labour Relations Act removing *certiorari*, the words "final and conclusive" in Section 65(1) seemed to have the same effect. Also, he was in agreement with Mr. Justice Clyne who, in *Re Alcazar Hotel Employees' Mutual Benefit Association* (1954), 1 D.L.R. 722, held that, under the British Columbia Act, the right of the Court was as follows:

... the Court... has the right, in spite of the prohibiting section of the Statute, to examine the decision of the Board to determine if it has departed from the provisions of the statute in such a way as to decline jurisdiction, or to exceed jurisdiction, or so as to act without jurisdiction or to abuse jurisdiction by denying substantial justice.

In the same *Alcazar Hotel* decision, Mr. Justice Clyne dealt with the situation analogous to the short-cut taken by the Board in the case under review. Then Mr. Justice Clyne said:

In granting certification to the Mutual Benefit Ass'n in respect of the employees of the Alcazar Hotel, the Board in effect varied its previous order whereby it had included those employees in the same unit with those employed in the other thirty hotels. The Board has the power under S. 58 (2) to vary its decision of February 27, 1952, by eliminating the Alcazar employees from the unit created by the order of that date and it had jurisdiction under Ss. 10 and 12 of the Act to determine that the employees of the Alcazar Hotel were in themselves in a unit appropriate for collective bargaining and that the Mutual Benefit Ass'n should be the bargaining agent. It may be that an order should have issued under S. 58 (2) varying the composition of the unit under the bargaining authority of Local 28, but what the Board was doing was clear and any irregularity in taking what amounted to a short-cut cannot amount to lack of jurisdiction, especially in view of S. 65, which provides that no proceeding under the Act shall be deemed invalid by reason of defect in form or technical irregularity.

Section 65 referred to by Mr. Justice Clyne is now Section 70 and reads as follows:

S. 70. No proceeding under this Act shall be deemed invalid by reason of any defect in form or any technical irregularity.

In the result, Mr. Justice Clyne refused to quash the order.

Mr. Justice Brown referred also to two cases, each entitled *Banks et al. v. Can. Labour Relations Bd.* (L.G., Dec. 1959, p. 1313 and L.G., Feb. 1960, p. 176). In the second case, Mr. Justice Hughes refused to quash an order of the Canada Labour Relations Board where there was no failure to accord natural justice and where the Board did not deprive itself of jurisdiction or refuse or exceed jurisdiction. He referred to the words of the Chief Justice of the High Court in *Re Jackson et al. v. Ontario Labour Relations Board* (L.G., March 1955, p. 326), where he said:

It is not for me to review either the findings of fact or the wisdom of the Board in coming to its conclusions. It is merely for me to consider: Did the Board do or omit to do any act that in law is sufficient to base a finding that it either deprived itself of jurisdiction or refused jurisdiction?... The Board has, in my view, acted in good faith and has fairly considered the position of all parties to the application before it before issuing its order of June 11th, and this order should not be quashed.

Mr. Justice Brown refused to quash the decision of the Board when the substantial complaint was as to procedural matters only. *Re Okanagan Federated Shippers Association and British Columbia Interior Fruit and Vegetable Workers Union, Local 1572*, (1961), 27 D.L.R. (2d), Part 9, p. 685.

Ontario High Court...

... quashes decision of Jurisdictional Disputes Commission as it had no power to hear complaint

On May 19, 1961, Chief Justice McRuer of the Ontario High Court, in *certiorari* proceedings, quashed a decision of the Jurisdictional Disputes Commission on the ground that the Commission had no power to entertain an application coming from a union which had no members in the company's employ.

On January 24, 1961, a complaint was lodged under Section 66 of the Ontario Labour Relations Act by the United Brotherhood of Carpenters and Joiners of America against Canadian Pittsburgh Industries Limited that the company wrongly assigned the installation of window sash and frames to members of the Brotherhood of Painters, Decorators and Paperhangers of America, Local 1783.

The Jurisdictional Disputes Commission, in its interim order, found that the installation of aluminum windows by virtue of an agreement of 1957 between the Brotherhood of Painters, Decorators and Paperhangers on one hand and the International Association of Bridge, Structural and Ornamental Iron Workers on the other, belonged to the latter. Further, the Commission found that, under another agreement of 1957 between the Iron Workers Union and the United Brotherhood of Carpenters and Joiners of America, such installation was to be done by a composite crew composed equally of iron workers and carpenters. Consequently, the Commission ruled that the assignment of work belonged to and should be done by a composite crew of iron workers and carpenters. The company, who had no employees in either the iron workers' or carpenters' union, applied to have the order quashed.

The relevant part of Section 66 of the Ontario Labour Relations Act reads as follows:

S. 66 (1) Upon complaint to the Board [the Ontario Labour Relations Board]... that an employer was or is assigning particular work to employees in a particular trade union rather than to employees in another trade union, a jurisdictional disputes commission may, after consulting any person, employers' organization, trade union or council of trade unions that in its opinion may be affected by the complaint, make such interim order with respect to the assignment of the work as it in its discretion deems proper in the circumstances, and the employer, employers' organization, trade union, council of trade unions and the officers, officials or agents of any of them shall comply with the interim order.

The sole question in dispute before Chief Justice McRuer was whether Section 66 of the Act applied to the facts of the case under consideration.

On the evidence submitted, the Chief Justice noted that the company had a collective agreement with the International Chemical Workers Union, Local 172. By an agreement between this union and the Brotherhood of Painters, it was agreed that the latter union would become part of the existing agreement with the International Chemical Workers Union, Local 172.

It was contended before the Commission that certain work, which was done by the company's employees belonging to the Brotherhood of Painters, should be done by the members of the International Association of Bridge, Structural and Ornamental Iron Workers following the 1957 agreement between the Painters and the Iron Workers, and that the Commission could decide accordingly.

Chief Justice McRuer disagreed with this contention. In his view, Section 66 contemplates only those disputes that arise with respect to the assignment of work by an employer among his employees. The section does not apply where a trade union that has no members employed under the direction of the employer complains that work is assigned to employees that, in the opinion of that trade union, should be done by the members of the complaining union. Otherwise, the Commission could compel an employer to engage workers to do work that his employees were perfectly willing to do. If it was the intention of the legislature to give the Commission such wide powers to interfere with the peaceful relations between the employer and his

employees concerning which neither had made any complaint, much clearer language would be necessary than that used in Section 66(1), Chief Justice McRuer added.

Also, the Chief Justice ruled, that as the Commission had no power to hear the complaint, the Labour Relations Board could have no power to review it. The Commission, by a wrong exercise of its jurisdiction, could not give the Labour Relations Board jurisdiction to review the Commission's order. Consequently, the proper remedy in the case at bar was *certiorari* and the ruling of the Court was to quash the Commission's interim order. *Canadian Pittsburgh Industries Limited v. H. Orliffe et al.*, Canadian Labour Law Reports, November 21, 1961, Para. 15, 373.

Recent Regulations under Provincial Legislation

B.C. adopts new regulations governing welding on boilers and pressure vessels, issues new rules for gas fitters and revises safety code for logging industry

In British Columbia, new regulations under the Boiler and Pressure Vessel Act governing welding and the qualifications of welders require contractors to be licensed, place new responsibilities upon welders and provide for three types of welders' certificates. Revised regulations under the Gas Protection Act provide for two types of gas fitter's licence in place of the former general licence. The new special regulations for the logging industry issued by the Workmen's Compensation Board lay down more stringent requirements with respect to yarding equipment and signalling.

Other recent regulations dealt with rules of procedure of the New Brunswick Labour Relations Board, safety committees in Alberta and gas appliances subject to the Alberta Gas Protection Act.

Alberta Gas Protection Act

Alberta has amended its regulations governing gas installations, issuing Alta. Reg. 331/61 under the Gas Protection Act. Gazetted November 15, it revises Alta. Reg. 637/57, as amended (L.G. 1959, p. 1084).

The new regulations, as previously, specify that appliances, apparatus and equipment approved or certified by the Canadian Gas Association, Canadian Standards Association, or Underwriters' Laboratories of Canada will be accepted, with the new proviso that they meet the requirements of authorized specifications or

laboratory test requirements and any supplemental requirements adopted under the Gas Protection Act.

The regulations now also provide that appliances, apparatus or equipment, or assemblies of certified equipment for which it is not feasible or practical to obtain certification from recognized laboratories are subject to special inspection and test by the Gas Protection Branch. On approval, the Branch will so mark or label these items.

Alberta Workmen's Compensation Act

Alberta has issued, under the Workmen's Compensation Act, Alta. Reg. 329/61 relating to safety committees. Gazetted November 15, it amends Alta. Reg. 780/57.

The new regulation provides that every employer who employs ten or more workmen, but usually fewer than ten at any one place, must ascertain from the Board what type of safety supervision his operations require in lieu of safety committees. The employer is obligated to carry out the safety measures prescribed by the Board and to submit monthly reports to the Board in connection with these requirements.

As before, the general requirement applying to any employer of ten or more workmen is that a safety committee of not fewer than two members must be established.

British Columbia Boiler and Pressure Vessel Act

British Columbia has issued under the Boiler and Pressure Vessel Act comprehensive new regulations governing welding and the qualifications of welders. Gazetted on September 21 as B.C. Reg. 145/61, they supplement the more general provisions dealing with welding in B.C. Reg. 1/60 (L.G. 1960, p. 612).

The new regulations apply to all welding in connection with the construction, alteration, or repair of any boiler, pressure vessel or pressure piping subject to inspection, approval or registration under the Act.

They provide that no boiler, pressure vessel, or pressure piping to be used in the province may be constructed by welding unless its design has been approved and registered by the Chief Inspector. Pressure piping constructed, fabricated, or installed by welding in the province must comply with the requirements of these regulations.

A new licensing system has been introduced requiring the licensing of contractors (including self-employed welders) who weld boilers, pressure vessels or pressure piping. The Chief Inspector may grant a contractor's licence if an inspector reports that the applicant's premises are equipped and adequate, that he employs sufficient qualified welders and that his records and procedures are in order. The Chief Inspector may impose such limitations on the contractor's licence as he deems necessary and also may suspend or cancel a licence if the contractor fails to comply with the Act or regulations or with an inspector's order. He may not suspend a licence for more than one month, however, nor may he revoke a licence until he has given the contractor a hearing. If a licence has been revoked, the approval or consent of the Advisory Board is necessary before a new one may be granted.

The regulations now specifically state that the responsibility for the quality of the welding, the application of the correct procedure and the nature of the work done by his welder lies with the fabricator, that is, the contractor, manufacturer or other person who employs a welder or does welding on his own account.

A fabricator must arrange for a welding procedure qualification test and, if the inspector is satisfied that the procedure will produce sound welds that will meet the requirements of the A.S.M.E. or A.S.A. Codes, he must then arrange to have his welders tested using the approved procedure.

He is now permitted to accept, without a new test, a welder who has been qualified by another employer using the same or an

equivalent welding procedure provided the essential variables are within the limits laid down in Section IX of the A.S.M.E. Code. The employer must, however, return the welder's certificate to the Chief Inspector and give the procedure number of the work that the welder will do. If the Chief Inspector considers the transfer satisfactory, he may issue a new certificate to the welder.

A fabricator may be granted authority to use one of four procedures, applicable to certain carbon steels, prescribed by the Department of Public Works and set out in appendices to the regulations.

The employer is now required to assign to each welder an identification number, letter or symbol to identify that welder's work, and to show this identification mark in a record which, as formerly, must contain information pertaining to his qualification tests. The employer is also obligated now to provide his welders with such equipment and assistance as may be required to comply with the new safety rules.

Additional obligations are now placed upon the welder. He must, as previously, be the holder of an unexpired welder's certificate. A welder is now expressly forbidden to do any welding by a process or in any position or with any classification of base metal or filler metal for which he has not been qualified. He also is required to conform strictly to the welding procedure provided by the fabricator. No self-employed welder may do any welding on any boiler, pressure vessel or pressure piping until such work has been authorized by an inspector and unless he holds a valid contractor's licence.

The new regulations contain specific provisions authorizing an inspector to inspect and test any boiler, pressure vessel, or pressure piping that has been welded, and to reject or condemn unsatisfactory work. He may also refuse to issue a certificate of inspection permitting operation and the Chief Inspector may cancel any certificate already issued if the welding has not been done properly or the welder is unqualified.

Provision is made for the issue of three types of certificate, Grade A, Grade P and provisional. A Grade A certificate permits the holder to do all types of welding under the Act, subject to whatever limitations are endorsed on the certificate. The holder of a Grade P certificate may weld pipe lines, distribution mains, gas mains, as well as pressure piping in gas compression stations, gas metering and regulating stations whenever the downhill welding technique can be used. A provisional certificate permits

the holder to weld on one specific job or type of work for the period and within the area stated on the certificate. An applicant for a provisional certificate may be required to take whatever qualification tests the Chief Inspector considers proper.

The holder of an existing welder's certificate may continue to do welding until his certificate expires, after which time he must apply for a retest.

The regulations set out offences in connection with welders' certificates. They also provide that the Chief Inspector may suspend, mark or cancel a welder's certificate as a result of the finding of a Coroner's inquest or for specified causes, including incapacity or negligence and several that involve failure to comply with the regulations.

The Chief Inspector may not revoke a welder's certificate until he has held a hearing, nor may he suspend it for more than 30 days. A welder whose certificate has been revoked may not be issued a new one unless the Advisory Board approves.

The regulations contain requirements with respect to welder's qualification tests. It is compulsory, as formerly, for a welder to apply annually to the Chief Inspector for a retest. He may, however, have his certificate renewed by the Chief Inspector, without a retest, for a further 12 months, if he submits documentary proof that he has been engaged in the installation and repair of boilers, pressure vessels and pressure piping for nine of the twelve months immediately preceding his application. Such a welder may not go longer than 24 months without a retest, however. On the recommendation of an inspector, the Chief Inspector may also waive the annual test if a welder has been engaged continuously in the manufacture of boilers and pressure vessels and his proficiency and quality of work are superior.

Tests may also be arranged on the job-site at the employee's request. In addition, an inspector may request a welder to perform a test before a repair is made.

Where a welder fails a qualification test, he may take an immediate retest by making two test welds of each type for each position on which he has failed, all of which must pass the test requirements. If he fails the retest, he may take another test after he has had additional training or experience satisfactory to the Chief Inspector.

A new candidate for a Grade A welder's certificate or a person whose certificate has lapsed for three years must pass a written examination before he may take the practical test. The regulations specify the subject

matter on which the written test will be based. The welder may select his practical test from those shown in the appendices to these regulations, or he may be tested in accordance with a fabricator's procedure that has been approved by the Chief Inspector. The test for a Grade P certificate must be in accordance with the A.S.A. Code B31-8-1958.

As well as taking the prescribed precautions against fire, the welder and the fabricator are required to see that electrical connections and cables are in good order.

Any defects are to be reported to the supervisor, who must have them remedied at once.

British Columbia Factories Act

December 26 was declared a public holiday for purposes of the British Columbia Factories Act by a proclamation gazetted November 16. This meant that, with certain exceptions, factories had to remain closed on that day and no persons could be employed on the premises except with the permission of an inspector.

British Columbia Gas Act

British Columbia has issued new regulations under the Gas Act respecting gas fitters, contractors and dealers. Gazetted as B.C. Reg. 164/61 on November 2, they supersede B.C. Reg. 142/58. The regulations, as previously, set out requirements relating to the licensing of gas fitters, control of contractors, dealer's records, and certificates of competency for inspectors.

There are two main changes in the new regulations. They now provide for a Grade One and a Grade Two licence for gas fitters, instead of the former general licence. They also set out the Advisory Board's responsibilities in recommending persons for a gas fitter's licence, specifying requirements to which the Board must adhere in assessing the qualifications of applicants.

Formerly, the holder of a general gas fitter's licence, working for a licensed contractor, could perform any of the duties of a gas fitter. Now, however, only the holder of a Grade Two licence is permitted to perform all the functions of a gas fitter.

The holder of a Grade One gas fitter's licence may install or repair appliances where the hourly input is less than 750,000 British thermal units or where the gas pressure in the piping to which the appliance is connected does not exceed five pounds per square inch, gauge. He may also install or repair any piping or appliance under the

supervision of a gas fitter who holds a Grade Two licence or with the written permission of the Chief Inspector.

The regulations now state that the Advisory Board must not recommend any person for a Grade One gas fitter's licence without proof that he has four years experience as a gas fitter, plumber, or pipe fitter, including his period of apprenticeship, and has passed the examination prescribed by the Board. (These requirements are similar to those previously applicable to candidates for the general gas fitter's licence.)

The Board must not recommend any person for a Grade Two gas fitter's licence unless he has held a Grade One licence for two years or is a professional engineer with two years' experience in the installation of appliances and has passed the prescribed examination.

The Board is now given control over the issue without examination of provisional gas fitters' licences entitling the holder to perform the functions endorsed on the licence. Previously, these licences could be issued at the discretion of the Chief Inspector.

Provisions in the new regulations requiring the registration of contractors are similar in purpose to the licensing requirements previously in effect. No contractor may install or repair gas equipment unless he has been issued a certificate of registration by the Chief Inspector. The contractor, as before, must furnish a guarantee bond for \$2,000. If the contractor fails to comply with an inspector's order, the Chief Inspector may suspend his certificate of registration.

Requirements in connection with dealers' records are similar to former provisions. The dealer must keep a record of appliances sold, which must show the name and address of the purchaser, the place of installation and the type and model number. He must forward to the Chief Inspector, at the beginning of each quarter, records pertaining to the preceding three months' sales. The new regulations do not contain the former provision that prohibited a dealer from selling or offering for sale an appliance without the seal of a testing agency. The Gas Code, however, requires all appliances to have such a seal, and forbids their installation without it.

Most of the requirements relating to certificates of competency are similar to those which they replace, providing, as before, for the issue of Grade A, Grade B, and Grade T certificates. The holder of a Grade A certificate may be appointed an inspector or local inspector; of a Grade B

certificate, a local inspector; and of a Grade T certificate, a local inspector only for the municipality where he was so employed before April 1, 1956. The annual renewal of certificates of competency is no longer required.

British Columbia Hours of Work Act

The British Columbia Board of Industrial Relations issued its usual Christmas exemption order for the mercantile industry, permitting employees in retail stores to work two hours in excess of the daily limit fixed by the Hours of Work Act on any two days during the two-week period ending December 23, 1961. The order was gazetted November 30 as B.C. Reg. 176/61.

British Columbia Workmen's Compensation Act

The Logging Regulations under the British Columbia Workmen's Compensation Act, which constitute the safety code for the logging industry in that province, have been revised and re-issued as special regulations (B.C. Reg. 157/61), replacing Sections 800 to 908 in the General Accident Prevention Regulations (B.C. Reg. 394/59).

The new regulations contain ten main divisions: general rules, mobile yarding equipment, anchors, guys, rigging, falling and bucking, yarding and loading, signalling, transportation, and codes of signals.

Major changes have been made in provisions relating to yarding equipment and signalling. Several important requirements are now set out for a mobile yarder, defined as a portable device mounted upon wheels, tracks, or skids, and utilizing a vertical or generally vertical spar or tower to move logs by winch and lines. It is now necessary to affix to the base of the vertical spar or tower of each yarder a permanent notation stating: (1) the maximum diameter of main-line cables for which the unit is designed, the minimum size and number and placement of guylines, if required, and the placement and number of out-riggers, if required, which must be rigged to sustain the structure at the breaking strength of the main line or upon failure of any one guy-line or any one out-rigger; (2) the limits of the angle of yarding; (3) the limits of any auxiliary equipment which may be safely affixed to the mobile yarder; (4) the name, address, and qualification of the person or firm who provided the foregoing data.

The regulations also provide that unless a yarder bears the permanent notation referred to above, and is rigged to conform to the manufacturer's specifications, it must not be used.

A further provision requires that overhead protection and other appropriate barricades, so designed as to provide minimum interference with the operator's view, must be installed to protect the operator and controls of mobile yarders.

In addition, the regulations specify that, during movement of the mobile yarder, the spar or tower must be lowered or supported so that stability of the machine is not impaired.

With respect to signalling, the regulations now require that when signals are used to direct the operation of equipment, signal codes approved by the Workmen's Compensation Board must be used. All workmen who direct, operate, or are endangered by the movement of equipment must know the meaning of these signals.

Each movement of equipment must be preceded by signals that are clear to the operator of the equipment and to all workmen who might be endangered by it; if an operator does not clearly understand a signal he must act as though it was a stop signal. Audible signals must be audible to all workmen who might be endangered by the movement of equipment. If voice signals are used, the operator, before movement of the equipment, must repeat the signal so that it is clear to all persons who might be endangered.

The regulations provide that only a designated person may cause a signal to be given for the movement of equipment. He must ensure that no workman is endangered, not be otherwise occupied while he is directing the movement, and be prepared to signal to stop. Any person may cause a stop signal to be given.

The use of any signalling device that is defective or hazardous must be discontinued until it is properly repaired. All repairs, alterations, or other adjustments to a signalling device must be made by a competent person.

The regulations further require that when a signalling device uses frequency tone or tones as part of the signal, their audio frequency must be marked on the outside of the case of the transmitter and receiver. An employer whose signalling device uses radio frequency transmission must, before using the equipment, ensure that it will not affect, or be affected by, any other signalling device already installed within a radius of ten miles.

The new regulations contain revised codes of signals for high-lead logging and for skidder operations, together with a new code of signals for vehicle operations.

A number of other new provisions have been incorporated into the regulations. One of these requires that, if it is impracticable to fell trees and snags within reach of landings, spars, or logging machines before yarding operations begin, a competent supervisor must direct other effective measures to protect the workmen. Pass lines must now be inspected before each use.

Fallers and buckers must, if possible, be so located as to be able to assist each other in case of injury, and have an appropriate means of signalling. Also, fallers and buckers are now required to stop the chain of power-saws when moving from cut to cut.

Another new provision obligates the faller to notify his immediate superior if a tree is not completely felled. The supervisor, in turn, must inform all workmen who might be endangered, and ensure that the tree is safely felled.

New Brunswick Labour Relations Act

An amendment to the rules of procedure of the New Brunswick Labour Relations Board dealing with the application of a union to replace another as bargaining agent before the normal time limits prescribed in the Act, approved by O.C. 61-1099, was gazetted November 8 to take effect from date of publication.

The Act provides that, except with the permission of the Board, a rival union may not apply for certification until 12 months after the date of certification of the bargaining agent if no collective agreement exists and, where a collective agreement is in force, not until 10 months of the term of the agreement have elapsed.

The new regulation sets out the procedure to be followed when such permission is desired and prescribes the form to be used. Besides stating the claim that it has as members a majority of the employees in the bargaining unit, the applicant must state the reasons why consent to apply should be granted. Any intervener in replying must specifically admit or deny each statement made by the applicant.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance benefit on October 31 up 17.2 per cent from end of September figure but down 18.6 per cent from total at end of October 1960. Month's rise in initial claims somewhat greater than in 1960*

Claimants† for unemployment insurance benefit on October 31 numbered 268,700. This number represented an increase of 39,500, or 17.2 per cent, over the 229,200 on September 29 but a decrease of 61,500, or 18.6 per cent, from the total of 330,200 at the corresponding date last year.

Eight out of ten of the additional claimants on October 31 were males.

Initial and renewal claims for benefit during October amounted to 158,100, compared with 122,000 in September and 178,200 in October 1960. The proportion of initial claims rose slightly to 61 per cent during October from 57 per cent in September. In October 1960 it was 58 per cent.

A rise in claims is usually associated with a more than proportionate increase in initial claims, but the increase in initial claims from September to October this year was somewhat greater than last year.

The average weekly number of beneficiaries was estimated at 173,300 for October, unchanged from September but almost 53,000 below the 225,900 estimated for October 1960.

Benefit payments totalled \$17 million during October, \$16 million in September, and \$21 million in October 1960.

The average weekly benefit payment was \$23.52 in October, \$23.22 in September and \$22.86 in October 1960.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for October show that insurance books or contribution cards had been issued to 4,750,845 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1961.

*See Tables E-1 to E-4 at back of this issue.

† A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

At October 31, employers registered numbered 344,505, an increase of 1,124 since September 30.

Enforcement Statistics

During October, 10,041 investigations were conducted by enforcement officers across Canada. Of these, 6,750 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 139 were miscellaneous investigations. The remaining 3,152 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 162 cases, 43 against employers and 119 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,277.*

Unemployment Insurance Fund

Revenue received in October totalled \$29,356,750.29 compared with \$27,731,622.92 in September and \$30,246,976.09 in October 1960.

Benefits paid in October totalled \$17,115,047.91 compared with \$16,082,314.72 in September and \$20,650,922.40 in October 1960.

The balance in the Fund on October 31 was \$154,737,081.07; on September 30 it was \$142,495,378.69; and on October 31, 1960, it was \$329,072,495.46.

*These do not necessarily relate to the investigations conducted during this period.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1891, October 5, 1961

(Translation)

Summary of the Main Facts: The claimant, a married woman with two young children, filed an initial application for benefit at the local office of the Unemployment Insurance Commission in Roberval, Que., on December 12, 1960, and was registered for employment as a salesclerk. She stated that she had worked as a secretary, at a salary of \$18 a week, for the X. . . Co-opérative, in Ste. Hedwidge, Que., from May 2 to December 10, 1960, when the cheese factory was closed. She added that she was available for work and that her mother could look after the children.

On April 12, 1961, the local office notified the claimant of employment as a domestic servant in a private home, in Roberval, Que. It was a daytime job, at a salary of \$18 for a week of about 54 hours. The distance from the place of employment to the claimant's home was eight miles and the cost of transportation by taxi was \$2. The prevailing rate of pay in the district for this type of work was \$15 a week.

The claimant refused this employment for the following reasons: "I refuse the employment that you have offered me. Servant in a private home, this work I have never done. My last job was secretary for the X . . . Co-operative."

The local office's comment was: "Other chances of employment unlikely."

On April 20, 1961, the insurance officer disqualified the claimant from receipt of benefit for the period from April 9, 1961 to May 20, 1961, under section 59(1) of the Unemployment Insurance Act, for having refused, without good cause, to apply for a situation in suitable employment after having been informed that such situation was vacant or was about to become vacant.

On April 27, 1961, the claimant appealed to a board of referees in a letter, which reads as follows:

I appeal to the board of referees against the disqualification from receipt of unemployment insurance benefit. My reasons: first of all, I was offered employment as a servant in a private home, which work I have never done other than in my own home. I have worked as a secretary, grocery clerk and bakery assistant. In addition, this employment is situated outside of my locality and having two children I have to be at home in the evenings. Moreover, I believe that a servant's pay is

about the same as I would have to give to have someone look after my children. It seems to me that I had a perfect right to receive unemployment insurance benefit.

The claimant was not present when the board of referees met at Alma on May 31, 1961. The majority of the board dismissed the appeal for the reasons that "the employment offered on April 12, 1961, as a domestic servant was at the same rate of pay as she had earned previously and that the place of work was only a distance of eight miles from her home, so, therefore, she should have at least given this work a trial and should have accepted it in view of the aforementioned circumstances, and perhaps the real reason for her refusal is that she is the mother of two children and that she could only be available by leaving her locality with difficulty."

The dissenting member of the board expressed the following opinion:

The job offered on April 12, 1961, was not suitable for the following reasons:

The claimant has never been a domestic servant, but she has worked as a secretary, as a grocery clerk, and as a baker's assistant.

As this claimant resides in the vicinity of a large town in the region, Roberval, where she could obtain employment in her own line of work and as she would be able to return to her own home each evening to attend to her household work, as is mentioned in Exhibit 5, I am of the opinion that, for all of these reasons, the employment offered was not suitable and that the claimant had a good reason to refuse it.

The claimant filed an appeal with the Umpire on June 20, 1961, for the same reasons as she had given in her appeal to the board of referees and on the same grounds as contained in the statement of the dissenting member of the board of referees.

Considerations and Conclusions: Section 59(3) of the Act provides that after a lapse of a reasonable interval from the date on which an insured person becomes unemployed, employment other than that in his usual occupation is suitable "if it is employment at a rate of earnings not lower and on conditions not less favourable than those observed by agreement between employees and employers or, in the absence of any such agreement, than those recognized by good employers."

The claimant had been unemployed for four months when the local office notified her of the employment in question. That, in my opinion, is "a reasonable interval"

within the meaning of the above quoted section. As to the rate of pay, it was, according to the evidence on file, slightly higher than the prevailing rate in the district for that type of work.

The cost of transportation and the engaging of someone to look after the children were circumstances to which, according to the established jurisprudence, it was incumbent upon the claimant to find a solution which would conform with the conditions of the labour market in her district.

For these reasons, I decide to dismiss the claimant's appeal.

Decision CUB-1894, October 5, 1961

Summary of the Main Facts: The claimant, who resides at Reserve Mines, N.S., filed an initial application for benefit at the National Employment Office at Glace Bay, N.S., on April 25, 1960, and was registered for employment as a miner. According to the applicant, he had worked for the E . . . Coal Company, Glace Bay, N.S., from 1922 to April 23, 1960, when he became separated from his employment because of a mass layoff. He was employed as a miner at Colliery No. 20 and his rate of pay was \$11.54 a day.

According to the claimant's "Unemployment Register," he worked intermittently after he filed his application for benefit on April 25, 1960.

In a Report of Possible Disqualification dated May 3, 1961, addressed to the insurance officer, the manager of the Commission's office in Glace Bay, stated:

... During the week of 26 March, No. 20 Colliery did not work on Monday, 27 March, because of a snow storm which blocked all roads. The Colliery worked on 28, 29, 30 March, however, but the claimant did not report for work because, as he stated, he was snowed in.

In payment interview on 7 April, 1961, [the claimant] was deducted 3 days, amounting to \$15 for the days he did not report for work. This deduction he now questions, as can be seen by letter of 2 May...

The insurance officer notified the claimant by letter on May 4, 1961, that he was disqualified and that the benefit was suspended for the three days, March 28, 29 and 30, 1961, because he had not proved that he was unable to find suitable employment, as required by section 54(2)(b) of the Act, in that he did not report for work when work was available.

The claimant appealed to a board of referees and contended that he was unable to obtain transportation from his home to the colliery during the week of March 26 to April 1, 1961. According to the record, the claimant resides about six miles from the colliery.

A board of referees heard the case in Sydney, N.S., on May 24, 1961. The claimant was represented at the hearing by D. J. McIsaac, Sub-District Board Member, United Mine Workers of America. The board, by a unanimous decision, dismissed the appeal. The decision reads:

... It is quite clear that the employer, because of weather conditions referred to above, did not expect the employees to report for work on 28, 29 & 30 March. It also follows that since he did not report for work, naturally he was not paid for those days. By the same reasoning, it would appear that on 28, 29 & 30 March, due to weather conditions in the area, the claimant would not be in a position to be available for any work that was offered to him. After reviewing the submissions and upon hearing Mr. McIsaac, the Board is of the opinion that the claimant has failed to prove that he was unable to obtain suitable employment on 28, 29 & 30 March, 1961. In other words, on the days in question there was work available for the claimant but due to circumstances over which he had no control, he was unable to accept the said employment...

District 26, United Mine Workers of America, of which the claimant is a member, appealed to the Umpire and stated:

... During the weekend of March 25, 1961, the Glace Bay area was subjected to series of severe snow storms and on Sunday evening, March 26, another snow storm completely paralyzed all transportation and forced the mine operators to announce all of their mines would be unable to operate on Monday, March 27.

On Tuesday, Wednesday and Thursday, March 28, 29 and 30, No. 20 Colliery, where [the claimant] is employed, worked with a reduced work force comprised mainly of workmen living adjacent to the colliery who walked to their work, and in other cases, workmen who were able to get transportation if living along the main town streets.

[The claimant], living some six miles from his place of work, had no opportunity of getting transportation as the bus line conveying him and others in his community to and from work was rendered useless as the snow removal equipment was unable to cope with the snow problem from March 27th to March 31st, 1961...

We are of the opinion [the claimant] was unemployed within the meaning of the Act as he made every reasonable attempt to present himself for employment on the dates mentioned.

On behalf of the insurance officer, the Chief of the Adjudication Division of the Unemployment Insurance Commission submitted a statement of observations for consideration by the Umpire, which reads:

1. When the insurance officer made his decision on 4 May, 1961, the evidence that the claimant was not able to get to work consisted only of his own statement that he was snowed in and could not get transportation. The insurance officer was not impressed by this statement, particularly as the mine was operated on the three days involved and the other employees appeared to be at work. He, therefore, declared that the claimant was disqualified under Section 54(2) of the Act because he had failed to

prove that he was unable to obtain suitable employment as required by paragraph (b) of this Section.

2. On the more detailed information given by the union representative at the hearing before the board of referees, the board was satisfied that the claimant was, in fact, unable to accept work on these three days. It could be argued that he was consequently unable to obtain suitable employment within the meaning of paragraph (b) of Section 54 (2) of the Act. However, as a consequence of this finding of fact, the board also found that the claimant was, in fact, not available for work as required by paragraph (a) of Section 54(2) of the Act.

3. This finding of the Board that the claimant was not available for work is in accordance with the jurisprudence established, as a claimant is not available for work if he is not able to avail himself immediately of any opportunity of suitable employment. The board of referees, having accepted the fact that the claimant was prevented from immediately accepting work, necessarily found as a consequence that he was not available for work.

4. On the facts in this case, it is clear that the claimant was not entitled to benefit for the three days in question, as he failed to meet the requirements of either paragraph (a) or paragraph (b) of Section 54 (2) of the Act.

In a letter dated August 25, 1961, addressed to the Manager of the National Employment Office, Glace Bay, N.S., D. J. McIsaac, Board Member of the United Mine Workers of America, stated:

...In the material a letter signed by Mr. G. I. Shearer [Chief of the Adjudication Division of the Commission] indicated any additional material the Union would like to submit would be included in the submission to the Umpire. We would like to make two additional observations that were not set out in detail in the original submission:

During the week in question, March 27 to March 30, No. 20 Colliery had a working force on the following basis... On Monday, March 27 the Colliery was completely idle due to the storm. On Tuesday, March 28, on the three

shifts—namely 7 a.m. to 3 p.m.; 4 p.m. to 12 midnight; and 11 p.m. to 7 a.m.—the total shifts were 692. On Wednesday, March 29, the total for the same cycle was 826; and on Thursday, March 30, the total amount of shifts was 821. The normal number of shifts on the same schedule would be approximately 1,150 shifts for the complete cycle.

We are using these figures to show the storm blocked roads were responsible for the reduced work force at No. 20 Colliery where [the claimant] is employed.

We are enclosing a statement from Mr. G....., who operates a bus service in the area.

The statement from Mr. G..... reads as follows:

TO WHOM IT MAY CONCERN:

THIS IS TO CERTIFY that I, G....., run a regular bus service for the miners employed in No. 20 and No. 26 Collieries, [E..... Coal Co. Ltd.], Glace Bay, and that from March 27, 1961 to March 30, 1961, I was unable to operate due to a heavy storm and the roads in the area being impassable.

Considerations and Conclusions: The question at issue in the present case is not whether the claimant has proved that the weather conditions were such as to have prevented him from reporting at his regular place of employment on March 28, 29 and 30, 1961, but whether he has proved that those conditions were not so severe as to have precluded him from going to work elsewhere on those days.

As the evidence adduced by the claimant shows that the weather conditions were so severe, I consider that he has failed to prove that he was available for work within the meaning of section 54 (2) (a) of the Act on the days in question.

I consequently decide to dismiss the union's appeal.

Industrial Fatalities

(Continued from page 41)

of this year resulted in 42 deaths: 27 in metal mining, 8 in coal mining and 7 in non-metallic mineral mining.

The 20 fatalities in logging represented a decrease of 5 from the 25 recorded during the same period last year and an increase of 5 from the 15 listed during the second quarter of this year.

An analysis of the 231 fatalities during the third quarter (see chart page 42) shows that 69 (30 per cent) were caused by being "struck by" different objects; 50 were in the category "other" objects, 13 were caused by "moving vehicles" and 6 were the result of being struck by "tools, machinery, cranes, etc.". Forty-eight fatalities were caused by "falls and slips"; all but five were caused by falls to different levels.

Thirty-five fatalities were under the heading "collisions, wrecks, derailments, etc."; 19 involved automobiles and trucks, eight involved aircraft and four involved tractors and loadmobiles. Twenty-eight fatalities were the result of being "caught in, on or between". Of these, ten involved tractors and loadmobiles, machinery and hoisting and conveying apparatus were involved in five each and automobiles and trucks in four.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 88. In British Columbia, there were 44; in Quebec, 30, and in Alberta, 24.

During the quarter, there were 77 fatalities in July, 86 in August and 68 in September.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during November Works of Construction, Remodelling, Repair or Demolition

During November the Department of Labour prepared 247 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 125 contracts in these categories was awarded. Particulars of these contracts appear below. In addition 129 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Northern Affairs and National Resources and Public Works.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in November for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Central Mortgage & Housing Corporation	1	\$ 817.70
Defence Production	176	1,427,550.00
Post Office	5	200,731.00
Royal Canadian Mounted Police	3	29,768.25

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during November

During November the sum of \$2,557.66 was collected from nine contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 23 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during November

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

near Elbow Sask: Sanderson & Elgert, construction of highway from Tichfield to No 15 Highway, South Saskatchewan River Project. *near Outlook Sask:* Peter Kiewit Sons Co of Canada Ltd, Al Johnson Construction Co of Canada Ltd, Poole Construction Co Ltd, construction of control shaft substructure for tunnels for South Saskatchewan River Dam.

Atomic Energy of Canada Limited

Chalk River Ont: F Sanzo & Co, masonry work, extension to library, Bldg 432.

Department of Citizenship and Immigration

Bruce Indian Agency Ont: Everett Brown, construction of three houses, Cape Croker IR. *Clandeboye Indian Agency Man:* Lorne W Lester, road construction, Brokenhead Indian Reserve. *Hobbema Indian Agency Alta:* Wetaska Construction Co Ltd, installation of public washrooms & renovations to Agency Office Bldg.

Central Mortgage and Housing Corporation

Gander Nfld: J A MacQuarrie, changes to electrical wiring of 110 housing units. *Summerside P E I:* Eastern Landscaping Co Ltd, site improvement for school extension (DND 4/59 & DND 5/60). *Greenwood N S:* M F Schurman Co Ltd, construction of school (DND 11/60) & school extension (DND 13/61). *Deep River Ont:* Flordia Landscaping Co, site improvement for staff hotel cafeteria (AECL 28/59). *North Bay Ont:* Bell City Contracting Co, clearing underbrush & small trees, urban Military Housing Project. *Shilo Man:* Inter-City Gas Ltd, relocation of gas lines at housing units (DND 4/61).

In addition, the Corporation awarded six contracts containing the General Fair Wages Clause.

Defence Construction (1951) Limited

Bagotville Que: North Shore Builders Ltd, extension of runway, RCAF Station. *Arnprior Ont:* Delphis Cote Ltd, reroofing of hangar, Airport. *Trenton Ont:* Power Line Construction Ltd, rehabilitation of electrical distribution system, No 6 Repair Depot. *Cold Lake Alta:* Fraser & Rice Construction Ltd, extension & modification to synthetic trainer bldg, RCAF Station. *Royal Roads B C:* Farmer Construction Ltd, alterations to Bldg No 6. *Whitehorse Y T:* Dawson & Hall Ltd, construction of three bldgs & alterations & addition to garage, Camp Takhini. *Various locations:* Eight contracts in the restricted category.

Building and Maintenance

Quebec City Que: Nordbeck Construction Inc, warning siren installation. *Barriefield Ont:* H J Gascoigne Ltd, reroofing of Bldg B-38, RCEME School. *Niagara Falls, Port Colborne, Welland, Fort Erie, Chippawa, Ridgeway, Crystal Beach & Fonthill Ont:* Nager Electric (Canada) Ltd, warning siren installations. *Oakville, Georgetown, Bronte, Burlington & Milton Ont:* Black & McDonald Ltd, warning siren installations. *Fort Churchill Man:* Silverline Mfg Co Ltd, construction of two steel water tanks. *Victoria, Oak Bay, Esquimalt, Saanich, Sidney, Colwood, Shawnigan Lake, Sooke & Duncan B C:* Hume & Rumble Ltd, warning siren installations.

Department of Defence Production

Cornwallis N S: Victor Carter, replacement of windows, Bldgs 28, 55 & 56. *HMCS Cornwallis;* Chas Dargie & Son Ltd, repairs to floors of Bldgs Nos 12 & 41-1, *HMCS Cornwallis;* Hazelwood Bros, interior painting of Bldg 39-1, *HMCS Cornwallis;* Rodney Contractors Ltd, furring & cladding exterior walls of Bldgs #34-5 & 34-6, *HMCS Cornwallis.* *Shearwater N S:* Twin City Steeplejack & Building Maintenance Co, interior painting of Bldg #4, RCN Air Station. *Sydney N S:* Chappell's Ltd, roof repairs, Bldg No 6-1, Point Edward Naval Base; Eastern Co-Op Services Ltd, roof repairs, Bldg No 6-2, Point Edward Naval Base. *Camp Gagetown N B:* Richards-Wilcox Canadian Co Ltd, supply & installation of eight super-way doors, etc. *Dorval Que:* Eagle Paving Co Ltd, asphalt paving, Airport. *Valcartier Que:* Cara Development Corp Ltd, interior painting, Camp. *Esquimalt B C:* Pacific Sheet Metal Works Ltd, supply & installation of heating & ventilating systems in Bldg No 86A, Tri-Service Band School, *HMCS Naden.* *Royal Roads B C:* G H Wheaton Ltd, supply & installation of fire doors, etc.

In addition, this Department awarded 64 contracts containing the General Fair Wages Clause.

Department of Justice

Joyceville Ont: Leslie Stratford Cut Stone & Construction Co Ltd, construction of canning plant bldg #50, Joyceville Institution; Frost Steel & Wire Co Ltd, supply & installation of chain link security fence, Joyceville Institution.

National Harbours Board

Montreal Que: J G Fitzpatrick Ltd, construction of abutment & piers for additional ramp from St Helen's Island to Jacques Cartier Bridge; Standard Electric Co Inc, conduit installation, Section 3, Champlain Bridge. *Three Rivers Harbour Que:* Williams Construction Co Ltd, construction of extension, Shed No 10.

Department of Northern Affairs and National Resources

Cape Breton Highlands National Park N S: Delta Electric Co Ltd, construction of power distribution system including trailer outlets & street lighting, Broad Cove Campground. *Kootenay National Park B C:* C J Oliver Ltd, construction of administration bldg.

In addition, this Department awarded five contracts containing the General Fair Wages Clause.

Department of Public Works

St. John's Nfld: E Miller, alterations & addition, Marshall Bldg. *Ellerslie P E I:* Edmond A Arsenault, construction of marine railway. *Bailey's Brook N S:* Colin R MacDonald Ltd, wharf repairs. *Bedford Basin N S:* T C Gorman (Nova Scotia) Ltd, installation of rubber tired floating fenders, Bedford Institute of Oceanography. *Broad Cove Marsh N S:* Albert MacDonald, breakwater repairs. *Cape Breton Highlands National Park N S:* Trynor Construction Co Ltd, resurfacing of road, Effie's Brook to Neil's Harbour. *Halifax & area N S:* Streakless Window Services Ltd, cleaning windows of federal bldgs. *Halifax N S:* Mathews Conveyor Co Ltd, supply & installation of mechanical mail handling equipment, federal bldg. *La Have N S:* Mosher & Rawding Ltd, wharf reconstruction. *Malagash N S:* Colin R MacDonald Ltd, wharf improvements. *Parker's Cove N S:* Hampton Construction Co, breakwater repairs. *Pictou N S:* Ferguson Industries Ltd, replacement of boiler & boiler house. *West Arichat N S:* Gerald Forgeron, breakwater repairs. *Yarmouth N S:* Kenney Construction Co Ltd, harbour improvements. *Centreville N B:* G R Wort, construction of post office bldg. *Lameque N B:* Comeau & Savoie Construction Ltd,

repairs to North approach. *St George N B*: Clumac Construction Ltd, construction of RCMP detachment quarters. *West Saint John N B*: Maritime Waterproofing & Contracting Co Ltd, alterations & repairs, Customs & Immigration Bldg. *Grande Vallee Que*: Eloie Boulay, jetty reconstruction. *Lac Maurier Que*: G A Crowe Construction, construction of wharf. *Marieville Que*: Boulais & Freres, alterations & addition to federal bldg. *Montreal Que*: J R Robillard Ltd, construction of canteen, Customs & Immigration Bldg, 400 Youville Square. *Portneuf Que*: Construction Mauriceienne Inc, wharf improvements. *Quebec City Que*: Alfred Maron, Enr, disembarkment & tunnel exit waterproofing, Champlain Harbour Station platform. *Cobourg Ont*: Ruliff Grass Construction Co Ltd, construction of water gauge station. *Collingwood Ont*: Bermingham Construction Ltd, construction of mooring stations. *Innisfil Park Ont*: Con-Bridge Ltd, wharf repairs. *Kingston Ont*: Friendship Construction Co Ltd, replacement of windows, UIC Bldg. *Leamington Ont*: J S Thornton, renovations & alterations, old Federal Bldg. *Ottawa Ont*: Doran Construction Co (1960) Ltd, alterations to Blackburn Bldg; Proulx Electric, improvements to lighting system in certain areas of No 2 Temporary Bldg, Wellington St; Thos Fuller Construction (1958) Co Ltd, supply & installation of system of underground mains & hydrants, Eldorado Mining & Refining Ltd, Tunney's Pasture; A Bruce Benson Ltd, alterations to 4th floor, "C" wing, RCMP Headquarters. *Port Burwell Ont*: Dean Construction Co Ltd, construction of fishermen's wharf. *Toronto Ont*: Casmer J Dubiel, removal of ashes, garbage & waste paper from federal bldgs. *Jack River Man*: Kraft Construction Co Ltd, construction of school with Arts & Home Economics rooms (Norway House Indian Agency). *Blaine Lake Sask*: H P Friedrich, construction of post office bldg. *Chicoiland Sask*: C M Miners Construction Co Ltd, construction of post office bldg. *Delisle Sask*: Horosko Construction Co Ltd, construction of post office bldg. *Duck Lake Sask*: Maguire Construction Ltd, construction of school & family residences, Duck Lake Agency. *Jansen Sask*: Holterman Construction, construction of post office bldg. *Lloydminster Sask*: Lloyd Construction Co Ltd, alterations to federal bldg. *Meadow Lake Agency Sask*: H D P Construction Ltd, construction of school with gymnasium & duplex residence, Beauval IRS. *North Portal Sask*: N J Kuster, construction of quarantine station for Department of Agriculture. *Regina Sask*: Beattie Ramsay Construction Co Ltd, renewal of water mains & affiliated works, RCMP barracks; McDiarmid Construction Ltd, alterations to Motherwell Bldg. *Saskatoon Sask*: Modern Building Cleaning Service of Canada Ltd, cleaning interior of federal bldg. *Theodore Sask*: Kowalishen Construction, construction of post office bldg. *Jasper Alta*: Lance Construction Ltd, alterations & repairs to RCMP detachment quarters. *Jasper National Park Alta*: Crawley & Mohr Ltd, construction of Athabasca River Bridge & approaches, Mile 139.2, Banff-Jasper Highway. *Lesser Slave Lake Agency Alta*: St Laurent Construction Ltd, construction of school, Namew Lake. *Campbell River B C*: Franklin Electric Ltd, installation of light & power system on floats. *North Vancouver B C*: Coronation Construction Co Ltd, replacement of wood sash with aluminum sash, federal bldg. *Oliver B C*: Alexander Faulds, cleaning interior of federal bldg. *Prince George B C*: Thompson Construction Co Ltd, alterations to federal bldg. *Secret Cove B C*: Greenlees Piledriving Co Ltd, float renewal. *Surge Narrows B C*: L K Creelman Co Ltd, float reconstruction. *Vancouver B C*: McKenzie Barge & Derrick Co Ltd, improvements & repairs to North Arm Jetty, mouth of Fraser River.

In addition, this Department awarded 54 contracts containing the General Fair Wages Clause.

The St. Lawrence Seaway Authority

Beauharnois Que: Pentagon Construction Co Ltd, extension to upper south entrance wall, Upper Beauharnois lock, Central District, St Lawrence Seaway. *St Catharines Ont*: Duo-Temp (Niagara) Ltd, supply & installation of aluminum awnings for linesmen's bldgs, Welland Canal; Beamer-Lathrop Ltd, repair & modification of segmental & track girders of rolling lift bridges across Welland Canal; Drope Paving & Construction Co Ltd, paving, west canal road, Welland Canal.

Department of Transport

Bonavista Nfld: Davis Construction Ltd, improvements to station bldgs. *Egg Esland N S*: Graeme A Stuart, erection of steel lighthouse tower. *Halifax N S*: Steen Mechanical Contractors Ltd, provision of water supply main, sewage disposal main, steam main, extensions for TCA hangar & associated work, International Airport. *Alma Que*: Airport Installations Co, construction of lighting facilities, Airport. *LaPasse Dangereuse Que*: The

(Continued on page 96)

PRICES AND THE COST OF LIVING

Consumer Price Index, December 1961

The consumer price index (1949=100) rose 0.1 per cent to 129.8 from 129.7 between November and December 1961.*.

Increases in the component indexes for food, housing, and health and personal care offset decreases in the clothing and transportation indexes. The recreation and reading, and tobacco and alcohol indexes were unchanged.

For the year 1961, the index averaged 129.2, up by 0.9 per cent from the 1960 average of 128.0.

The food index rose 0.7 per cent to 124.5 from 123.6, as price increases occurred for beef, chicken, turkey and most fresh fruits and vegetables. Lower prices were reported for eggs, grapefruit, pork and powdered skim milk.

The housing index increased 0.1 per cent to 133.8 from 133.7 as both the shelter and household operation components were at slightly higher levels. In shelter, the rent index was unchanged and the home-ownership index was up 0.3 per cent. In household operation, the increase of 0.1 per cent reflected higher prices for furniture, floor coverings and textiles.

The clothing index declined 0.3 per cent to 113.7 from 114.0 as a result of lower prices for some items of men's, women's and children's wear, footwear and clothing services.

The transportation index declined 0.3 per cent to 141.1 from 141.5 as a result of lower gasoline prices in several cities.

The health and personal care index increased 0.1 per cent to 156.8 from 156.7; the health care component was up but the personal care component was unchanged. In health care, higher premiums in one province for pre-paid medical care were responsible for the upward movement.

The recreation and reading, and tobacco and alcohol indexes were unchanged at 146.3 and 117.3, respectively.

City Consumer Price Indexes, November 1961

Between October and November consumer price indexes (1949=100) for the ten regional cities experienced mixed movements: four increased, five decreased, and

the other remained unchanged.* Increases ranged from 0.2 per cent in Winnipeg to 0.4 per cent in Halifax and Vancouver; decreases ranged from 0.1 per cent in St. John's to 0.5 per cent in Toronto. The index for Saint John was unchanged.

Food indexes declined in all cities except Halifax and Montreal where increases of 0.7 per cent and 0.5 per cent respectively occurred. Decreases ranged from 0.1 per cent in Vancouver to 1.6 per cent in Ottawa. Shelter indexes were higher in seven cities, lower in two, and unchanged in the remaining one. Clothing indexes rose in six cities while remaining constant in four. Household operation indexes were higher in five cities, lower in one, and unchanged in the other four. There were eight higher indexes and two indexes unchanged in the other commodities and services group.

Regional consumer price index point changes between October and November were as follows: Toronto -0.6 to 131.9; Saskatoon-Regina -0.4 to 126.4; Ottawa -0.3 to 131.8; Edmonton-Calgary -0.3 to 125.7; St. John's -0.1 to 116.4; Halifax +0.5 to 129.7; Vancouver +0.5 to 130.1; Montreal +0.4 to 130.8; Winnipeg +0.2 to 128.9. Saint John remained unchanged at 130.8.

Wholesale Price Indexes, November 1961

The general wholesale price index (1935-39=100) remained unchanged at 235.3 between October and November 1961 as five group indexes rose slightly and three declined. In November 1960 the index was 229.9.

Group indexes that increased were: vegetable products, from 205.2 to 205.3; textile products, from 235.8 to 236.0; wood products, from 307.4 to 308.4; non-metallic minerals, from 185.5 to 185.8; and chemical products, from 189.8 to 190.0.

Indexes that decreased were: animal products, from 256.6 to 256.5; iron products, from 258.8 to 257.9; and non-ferrous metals, from 186.9 to 186.2.

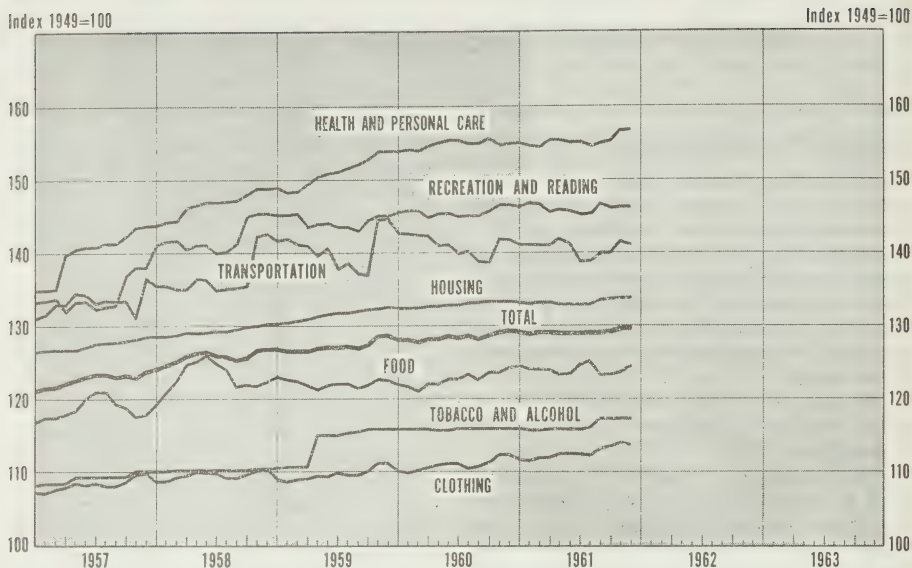
The non-residential building materials price index (1949=100) moved up from 130.5 to 130.6 between October and November. The residential building materials price

*See Table F-2 at back of book.

† On base June 1951=100.

*See Table F-1 at back of book.

CONSUMER PRICE INDEX



index (1935-39=100) rose from 291.4 to 292.4; on the 1949 base, from 127.8 to 128.2.

U.S. Consumer Price Index, November 1961

The United States consumer price index (1947-49=100) declined slightly between mid-October and mid-November 1961, moving from a record 128.4 to 128.3. In November 1960 it was 127.4. The most important factor in the decline during the month was a half-point drop in food prices.

The U.S. Bureau of Labour Statistics has announced that it would shift the index from the present 1947-49 base to a 1957-59 base,

beginning with the report on the mid-January index.

U.K. Index of Retail Prices, October 1961

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose from 115.5 to 115.7 between mid-September and mid-October; the month before it had declined from 115.7 to 115.5. In October 1960 it was 111.4.

During the month, increases in prices of housing, many goods, and services—transportation, theatre admissions, hair-dressing, laundering—outweighed declines in food prices; the food index dropped almost 0.5 per cent.

Collective Bargaining Review

(Continued from page 26)

negotiations with the **Brotherhood of Locomotive Engineers**, and that the boards' recommendations would be implemented January 1, 1962. The board reports suggested an increase of 6½ per cent in engineers' wages over a three-year period and reductions in arbitrary allowances for duties made obsolete by diesel engines. The union committee, which had been seeking a 15-per-cent increase in basic rates, arbitraries and special allowances, did not accept the majority reports and went forward with a strike vote, which was expected to be completed late in January.

On December 21, the 15 unions representing 110,000 **non-operating railway employees** presented their demands to the **C.N.R.** and **C.P.R.** They were seeking a two-year contract with a wage increase of approximately 22 cents an hour and a job security formula that would limit any reduction in the number of employees with five or more years' seniority to 1 per cent a year. For employees with less seniority, the unions proposed an S.U.B. plan.

During the month, **Canada Cement** signed a two-year contract with the **Cement Workers**, thus ending a strike against four plants in Ontario and Quebec.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students may apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the **LABOUR GAZETTE**.

List No. 159

Automation

1. BRIGHT, JAMES RIESER. *Myths and Fallacies of Automation*. New York, Society of Automotive Engineers, 1957. Pp. 21.

Paper presented at the Annual Meeting of the Society of Automotive Engineers, Detroit, January 14-15, 1957.

The author studied the experiences of "13 highly automatic production systems in a variety of industries." Examines eight statements that are often made about automation and points out that the statements are not wholly true.

2. GOVERNOR'S CONFERENCE ON AUTOMATION, HARVARD UNIVERSITY, 1960. *Governor's Conference on Automation, Graduate School of Business Administration, Harvard University, June 2 and 3, 1960*. [Boston? 1960] Pp. 40.

Conference was called by Governor Foster Furcolo of Massachusetts. Speakers represented management, labour and government.

Business

3. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Chartbook of Current Business Trends*. 1961 ed. rev. New York, 1961. Pp. 28.

4. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Managing Company Cash*, by Norman E. Pflomm. New York, 1961. Pp. 123.

Describes several tested ways of using cash more efficiently and thus reducing operating costs and working capital requirements.

Canada at Work Broadcasts

The following nine talks were sponsored and published by the Federal Department of Labour in Ottawa in 1961.

5. BLACKBURN, GEORGE G. *Education and Employment*. 5 parts.

The speaker, Director of Information of the Federal Department of Labour, emphasized the need for students to acquire as much education as possible to secure a satisfactory position upon graduation.

6. CAMPBELL, IAN. *Barriers can disappear*. Pp. 5.

The speaker, National Co-ordinator of Civilian Rehabilitation, Federal Department of Labour, and Chairman of the Interdepartmental Committee on Older Workers, talked about the older worker in industry.

7. CANADA. DEPARTMENT OF LABOUR. *Education and training*. Pp. 4.

A talk by the Prime Minister, Mr. Diefenbaker, on the important place of education and training today and in the future, followed by a talk by G. G. Blackburn.

8. CANADA. DEPARTMENT OF LABOUR. *A Matter of Progress. [A Dramatized Play on Discrimination]*. Pp. 7.

9. DOUSE, H. L. *Let's eliminate Age Barriers in hiring*. Pp. 5.

The speaker, who is Chief of the Division on Older Workers of the Federal Department of Labour and Secretary of the Interdepartmental Committee on Older Workers, suggested how age barriers in hiring might be eliminated.

10. FORD, I. W. *It pays to graduate*. Pp. 4.

A talk about the importance of high school students' getting all the education and training they can.

11. MURCHISON, C. A. L. *National Employment Service and the Older Worker*. Pp. 4.

The speaker, a Commissioner of the Unemployment Insurance Commission in Ottawa, told what the National Employment Service is doing to place older workers in jobs.

12. SUTHERLAND, W. L. *It pays to graduate*. Pp. 4.

The speaker, who is general personnel manager of Massey-Ferguson Ltd., told why a high school student should graduate.

13. THRASHER, RICHARD DEVERE. *Commonwealth Technical Training Week*. Pp. 4.

The speaker, who is Parliamentary Secretary to the Minister of Labour, talked about the objectives of Commonwealth Technical Training Week, which publicizes the need of young people to get as much education as possible before leaving school.

Economic Conditions

14. BRITISH COLUMBIA. BUREAU OF ECONOMICS AND STATISTICS. *The Kamloops Region; an Economic Survey, May, 1961*. Victoria, 1961. Pp. 68.

Contents: Synopsis of Major Economic Opportunities in the Kamloops Region. Transportation. Retail and Wholesale Trade. Electric Power. Recreation. Agriculture. Oil and Natural Gas Development. Mining. Forestry. Manufacturing.

15. REGINA. INDUSTRIAL DEVELOPMENT DEPARTMENT. *A Report of the Economic Development of the City of Regina*. Regina, 1961. Pp. 13.

Partial Contents: Population. Industrial Growth. Construction. Income Distribution. Cultural, Educational and Social Centre. Geographical Area served by Regina.

Employees' Benefit Plans

16. U.S. BUREAU OF LABOR STATISTICS. *Health and Insurance Plans under Collective Bargaining; Life Insurance and Accidental Death and Dismemberment Benefits, Early Summer 1960*. Washington, GPO, 1961. Pp. 23.

17. U.S. BUREAU OF LABOR STATISTICS. *Health and Insurance Plans under Collective Bargaining; Major Medical Expense Benefits, Fall 1960*. Washington, GPO, 1961. Pp. 80.

"This study of major medical benefit features of health and insurance plans under collective bargaining, based on an analysis of 300 selected plans..."

Industrial Disputes

18. CROOK, WILFRID HARRIS. *Communism and the General Strike*. Hamden, Conn., Shoe String Press, 1960. Pp. 483.

Discusses many general strikes, economic, political and revolutionary, such as the Seattle and Winnipeg Strikes of 1919, the British General Strike of 1926, the San Francisco Longshoremen's Strike of 1934, and others. Also shows how the Communist Party has used the general strike for its own purposes.

19. U.S. BUREAU OF LABOR STATISTICS. *The Dimensions of Major Work Stoppages, 1947-59*. Washington, GPO, 1961. Pp. 41.

A study of work stoppages involving 10,000 or more workers during the period 1947 to 1959.

Job Analysis and Specification

20. CURRIE, RUSSEL MACKENZIE. *Work Study*. With a foreword by Ewart Smith. London, Pitman [1960, c1959] Pp. 232.

This book is based on the author's experience and knowledge gained as Head of the Central Work Study Department of Imperial Chemical Industries Limited of Great Britain. This book is intended as a basic book on the subject covering all aspects of work study techniques.

21. ROFF, H. E. *Job Analysis*, by H. E. Roff and T. E. Watson. London, Institute of Personnel Management, 1961. Pp. 40.

This booklet attempts "to give a brief summary indicating where further information can be found; to indicate the importance of job analysis as a tool of personnel management; and to include some comments on practical points that are not easily found elsewhere."

Labour Laws and Legislation

22. INTERNATIONAL ASSOCIATION OF GOVERNMENTAL LABOR OFFICIALS. *Labor Laws and their Administration. Proceedings of the 43rd Convention of the International Association of Governmental Labor Officials, held in Detroit, Mich., Aug. 29-Sept. 1, 1960*. Washington, GPO, 1961. Pp. 182.

23. SPIELMAN, LESTER. *The Taft-Hartley Law: its Effect on the Growth of the Labor Movement*. New York, International Ladies' Garment Workers' Union, 1961. Pp. 27.

The author claims that labour union growth has been slower in the U.S. than in Canada in recent years. He blames the Taft-Hartley law for this slowdown in the U.S.

24. U.S. WOMEN'S BUREAU. *State Hour Laws for Women*. Rev. ed. Washington, GPO, 1961. Pp. 105.

Covers the provisions of State hour laws for women as of October 1, 1960. Contains an analysis of the laws regulating daily and weekly hours of work, day of rest, meal and rest periods, and nightwork.

Labour Supply

25. INTERSTATE CONFERENCE OF EMPLOYMENT SECURITY AGENCIES. *Proceedings of the Twenty-Fourth Annual Meeting, October 2-5, 1960, Las Vegas, Nevada*. [Washington, Dept. of Labor, 1961?] Pp. 144.

26. U.S. BUREAU OF EMPLOYMENT SECURITY. *Handbook on defining Labor Market Areas*. Washington, GPO, 1960. Pp. 33.

27. U.S. DEPARTMENT OF LABOR. *Our Manpower Future, 1955-65; Population Trends, Their Manpower Implications*. Washington, GPO, 1957. Pp. [32].

Pensions

28. ONTARIO. COMMITTEE ON PORTABLE PENSIONS. *Second Report*. August, 1961. [Toronto, Department of Economics? 1961] Pp. 146.

Reviews many phases of the Committee's inquiry into pensions and their portability. Gives the background information used by the Committee in making its report.

29. PILCH, MICHAEL. *Pension Schemes*, by Michael Pilch and Victor Wood. With a foreword by Lord Beveridge. London, Hutchinson, 1960. Pp. 222.

Covers both insured and non-insured pension schemes. Tells how to start a new pension scheme or how to alter an existing one. Discusses industrial and British civil service pension plans.

Professional Workers

30. ARMSBY, HENRY HORTON. *Trends in Engineering Education, 1949 to 1959*. Washington, GPO, 1961. Pp. 67.

An attempt to sum up the more important changes in engineering education over a ten-year period, and in some cases to look ahead for two years. This study is based on replies to a questionnaire supplied by 175 institutions.

31. CONFERENCE ON SCIENTIFIC MANPOWER. 9th, NEW YORK, 1960. *Scientific Manpower, 1960; Papers of the Ninth Conference on Scientific Manpower. Symposium on Sociology and Psychology of Scientists*. Washington, GPO, 1961. Pp. 52.

Two topics are considered: Developing Student Interest in Science and Engineering; Sociology and Psychology of Scientists.

32. ENGINEERING INSTITUTE OF CANADA. *Engineering Careers in Canada*. 1960-61 Edition. Montreal, 1961. Pp. 90.

Wages and Hours

33. ALBERTA. BUREAU OF STATISTICS. *Salary and Wage Rate Survey, Alberta. 1 May 1961. Range of Wages, Weighted Averages and Medians by Size and Type of Firm, Alberta and Four Major Cities*. Edmonton, 1961. Pp. 104.

34. BRITISH COLUMBIA. BUREAU OF ECONOMICS AND STATISTICS. *Salary and Wage Rate Survey, July 1961. A Study of Salary and Wage Rates in Selected Clerical, Professional and Trade Occupations in Business and Industrial Establishments in Four Regions: Metropolitan Vancouver, Metropolitan Victoria, Southern Interior, Northern Centres*. Victoria, 1961. Pp. 34.

35. SEGAL, MARTIN. *Wages in the Metropolis: Their Influence on the Location of Industries in the New York Region*. Cambridge, Mass., Harvard University Press, 1960. Pp. 211.

Contents: Wages and Skills as Locational Factors. Skill, Productivity, and Unionization. Wages and Fringe Benefits. Postwar Trends in Wages. Pressure from within the Region. The Wage Factor and the Region's Future.

36. STAJNER, R. *Distribution of Income in Enterprises*. Belgrade, Editorial Office of the Yugoslav Trade Unions, 1961. Pp. 54.

Describes how income is distributed in Yugoslavia.

37. U.S. BUREAU OF LABOR STATISTICS. *Salary Trends: City Public School Teachers, 1925-59*. Washington, GPO, 1961. Pp. 25.

38. U.S. BUREAU OF LABOR STATISTICS. *Salary Trends: Federal Classified Employees, 1939-60*. Washington, GPO, 1961. Pp. 38.

39. U.S. BUREAU OF LABOR STATISTICS. *Wage Structure: Cotton Textiles, August 1960*. Washington, GPO, 1961. Pp. 62.

40. U.S. BUREAU OF LABOR STATISTICS. *Wage Structure: Synthetic Textiles, August 1960*. Washington, GPO, 1961. Pp. 50.

Women

41. NATIONAL COUNCIL OF WOMEN OF CANADA. *Year Book, 1961*. Ottawa, 1961. Pp. 135.

42. U.S. WOMEN'S BUREAU. *Careers for Women in the Biological Sciences*. Washington, GPO, 1961. Pp. 86.

Partial Contents: Who are the Employers? Types of Work Activity. Nature of the Jobs. Preparation for a Career. Earnings and Other Work Factors. Finding Employment.

43. U.S. WOMEN'S BUREAU. *Life Insurance Selling; Careers for Women as Life Underwriters*. Washington, GPO, 1961. Pp. 35.

Contents: The Life Insurance Industry. Women in Life Insurance. Some Facts about Life Underwriters. Requisites for Success in the Field. Income and Methods of Compensation. Hours of Work. Place of Employment and Working Arrangements. Outlook and How to get started. Training Opportunities and Advancement. Life Underwriters Organizations.

Miscellaneous

44. BUREAU OF RAILWAY ECONOMICS, WASHINGTON, D.C. *Railroad Transportation, a Statistical Record, 1921-1959*. Washington, 1960. Pp. 39.

45. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Social Work in Britain*. London, 1961. Pp. [98]

Discusses social work as it applies to people at home, people at work, the sick and disabled, children and adolescents, the aged, delinquents, and recruitment and training of social workers.

46. GREAT BRITAIN. MINISTRY OF EDUCATION. *Handbook of Workshop Calculations*. [Rev. ed.] London, HMSO, 1942 (Reprinted 1960). Pp. 53.

47. GRIZZLE, STANLEY G. *Discrimination; our Achilles Heel?* Ottawa, Queen's Printer, 1961. Pp. 7.

Text of a broadcast given on the Federal Department of Labour's radio series, "Canada at Work." Mr. Grizzle is Secretary-Treasurer of the Toronto C.P.R. Division, Brotherhood of Sleeping Car Porters, and has worked actively for equal rights for people of all races and creeds.

48. U.S. INTERDEPARTMENTAL COMMITTEE ON CHILDREN AND YOUTH. *Programs of the Federal Government affecting Children and Youth; a Summary*. [Rev. ed.] Washington, GPO, 1961. Pp. 95.

The U.S. Interdepartmental Committee on Children and Youth includes representatives of Federal agencies conducting programs that affect the well-being of children. This book contains descriptions of the various departmental and agency programs.

49. U.S. PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE PHYSICALLY HANDICAPPED. *Minutes, Annual Meeting, April 27 and 28, 1961, Washington, D.C.* Washington, GPO, 1961. Pp. 126.

50. WORKSHOP ON AGING, TORONTO, 1961. *Community Councils and Committees on Aging*. [Proceedings] Toronto, Ontario Society on Aging, 1961. 1 volume (various pagings). Workshop held March 25, 1961.

The Workshop studied the role of the community council or committee having to do with aging and "the role of the older person as planner and as effective participant in services and projects designed for his age group."

Women's Bureau Issues Publication on Vocational Training for Girls

In today's changing world, "new types of work that require special knowledge and skills are opening up," states the foreword to a new publication of the Women's Bureau, Department of Labour.

"The world of work holds challenge and opportunity for girls who are ready to get the necessary education and training."

The new publication, *Vocational and Technical Training for Girls*, lists and describes the various courses of vocational and technical training suitable for girls that are offered by Canadian educational institutions at the high school, post high school and trade school levels of education.

"The information brought together in this publication," the foreword says, "may help to open some new doors and encourage further searching for kinds of instruction that will meet individual needs and interests. At the same time in a broader context the publication may be a reminder that adequate vocational preparation is a prerequisite for all other action aimed at bettering the condition and status of women workers."

Copies of the booklet may be obtained free from the Women's Bureau, Department of Labour, or from the Queen's Printer, Ottawa (Catalogue No. L38-1661).

Labour Conditions in Government Contracts

(Continued from page 90)

Tower Co (1961) Ltd, construction of NDB Bldg & related work. *Quebec Que*: Alphonse Morency & Fils Ltee, revisions to heating system, Air Terminal Bldg, Airport. *Ste-Ann-de-Bellevue Que*: Pressure Concrete Services Ltd, repair of lower guide pier, Ste Anne Canal. *Balmoral Man*: Surety Construction Co Ltd, construction of non-directional beacon bldg. *Winnipeg Man*: Tallman Construction Co Ltd, construction of storm drainage, Air Terminal Bldg, International Airport; Commonwealth Construction Co Ltd, construction of road, International Airport. *Saskatoon Sask*: Modern Building Cleaning Service of Canada Ltd, cleaning of Air Terminal Bldg, Airport. *Cape St James B C*: D Robinson Construction (1952) Ltd, construction of two double dwellings, power house, pumphouse, fresh water supply system, etc.

ILO Governing Body

(Continued from page 48)

evidence in support of it. These particulars will be communicated to the Liberian Government as soon as received along with a request that it make its observations avail-

able to the ILO by February 10 at the latest. The two Governments will be represented at the next session of the Governing Body, during which the Governing Body will decide whether the matter should be referred to a Commission of Inquiry.

Report of Board

(Continued from page 68)

These proposals were put forward and both parties preferred that a formal report be submitted in order to comply with the Act and that they then deal directly with each other.

We are, therefore, making no specific recommendations other than to suggest that this report be distributed to the parties forthwith and that they resume direct negotiations.

Dated at Hamilton this 25th day of October, 1961.

All of which is respectfully submitted.

(Sgd.) H. C. ARRELL,
Chairman.

(Sgd.) M. O'BRIEN,
Member.

(Sgd.) PAUL SIREN,
Member.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED NOVEMBER 11, 1961

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,504	589	1,810	2,383	1,131	581
Men.....	4,745	444	1,343	1,697	829	432
Women.....	1,759	145	467	696	302	149
14—19 years.....	588	65	194	185	104	40
20—24 years.....	810	84	267	262	136	61
25—44 years.....	2,975	246	831	1,121	503	274
45—64 years.....	1,912	171	472	737	344	188
65 years and over.....	219	23	46	88	44	18
Employed.....	6,155	538	1,698	2,294	1,082	543
Men.....	4,454	397	1,248	1,619	788	402
Women.....	1,701	141	450	675	294	141
Agricultural.....	629	53	130	153	272	21
Non-Agricultural.....	5,526	485	1,568	2,141	810	522
Paid Workers.....	5,037	436	1,422	1,979	734	466
Men.....	3,504	311	1,009	1,359	485	340
Women.....	1,533	125	413	620	249	126
Unemployed.....	349	51	112	99	49	38
Men.....	291	47	95	78	41	30
Women.....	58	4	17	21	8	8
Persons Not in the Labour Force.....	5,585	631	1,637	1,843	934	540
Men.....	1,273	165	359	393	219	137
Women.....	4,312	466	1,278	1,450	715	403

TABLE A-2— UNEMPLOYED

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	November 1961	October 1961	November 1960
Total unemployed.....	349	318	429
On temporary layoff up to 30 days.....	18	13	28
Without work and seeking work.....	331	305	401
Seeking full-time work.....	307	280	380
Seeking part-time work.....	24	25	21
Seeking under 1 month.....	106	95	127
Seeking 1—3 months.....	122	102	158
Seeking 4—6 months.....	45	47	62
Seeking more than 6 months.....	58	61	54

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: All figures in this table except those for 1956 have been revised. Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Total			Quarterly Totals ⁽¹⁾						Totals (3)
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ⁽²⁾	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Government)	Supple- men- tary Labour income	
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,828	1,677	270	1,329	298	2,359	4,295	739	16,524
1959—Total....	552	5,103	1,773	288	1,472	316	2,528	4,705	819	17,761
1960—Total....	551	5,200	1,779	326	1,472	327	2,641	5,095	916	18,514
1960—										
October.....	45.7	437.5	151.2							1,599.8
November....	45.4	432.3	148.5	91.6	369.9	82.6	685.4	1,319.2	235.5	1,573.7
December....	44.3	422.6	144.7							1,529.4
1961—										
January.....	44.2	420.0	140.5							1,494.3
February....	44.4	424.4	142.0	62.1	278.7	81.8	656.5	1,327.4	235.7	1,502.3
March.....	44.5	427.1	142.5							1,510.1
April.....	43.2	431.5	145.4							1,536.2
May.....	45.7	443.1	151.1	62.4	356.0	84.6	679.2	1,382.0	242.3	1,592.7
June.....	46.2	458.1	162.9							1,659.2
July.....	46.2	451.7	164.6							1,651.5
August.....	46.3	460.0	160.2	75.4*	439.1*	87.6*	691.0*	1,393.7*	248.2*	1,667.7
September*	46.3	465.2	160.0							1,693.0
October†....	46.3	463.6	157.3							1,680.7

⁽¹⁾ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

⁽²⁾ Includes post office wages and salaries.

⁽³⁾ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees-at October 1961 employers in the principal non-agricultural industries reported a total employment of 2,920,964. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949-100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite			Manufacturing		
	Index Numbers (1949-100) ⁽¹⁾		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly wages and Salaries	
			\$			\$
Averages						
1955.....	112.9	142.1	61.05	109.8	144.4	63.48
1956.....	120.7	150.0	64.44	115.8	151.7	66.71
1957.....	122.6	158.1	67.93	115.8	159.1	69.94
1958.....	117.9	163.9	70.43	109.8	165.3	72.67
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960						
October.....	121.5	178.3	76.60	109.6	179.6	78.95
November.....	119.7	177.9	76.43	108.1	180.0	79.16
December.....	114.8	175.0	75.18	104.1	177.2	77.92
1961						
January.....	111.6	179.2	77.00	104.3	181.1	79.65
February.....	111.0	181.1	77.89	104.6	182.5	80.24
March.....	111.1	180.7	77.64	104.9	182.8	80.36
April.....	112.6	181.8	78.12	105.4	184.1	80.95
May.....	117.2	181.6	78.00	108.4	183.6	80.72
June.....	121.3	182.8	78.55	111.2	184.6	81.17
July.....	122.5	182.1	78.24	110.9	182.7	80.34
August.....	123.9	182.2	78.27	113.1	182.9	80.42
September*.....	123.3	183.3	78.75	112.8	184.6	81.15
October†.....	122.8	184.0	79.06	112.1	186.0	81.77

⁽¹⁾Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Sept. 1961	Aug. 1961	Sept. 1960	Sept. 1961	Aug. 1961	Sept. 1960
Provinces				\$	\$	\$
Newfoundland.....	147.1	142.8	151.4	69.91	71.11	69.41
Prince Edward Island.....	147.5	149.7	144.8	56.56	55.79	53.73
Nova Scotia.....	98.2	99.1	97.9	64.29	64.13	63.33
New Brunswick.....	111.1	112.5	108.1	63.00	62.35	62.67
Quebec.....	124.0	124.7	124.2	75.85	75.15	73.71
Ontario.....	122.2	122.7	121.8	81.46	81.82	79.58
Manitoba.....	115.2	116.2	115.9	74.46	73.99	72.76
Saskatchewan.....	131.9	132.8	134.0	75.14	74.50	73.42
Alberta (including Northwest Territories).....	163.3	166.0	159.8	82.67	81.66	78.18
British Columbia (including Yukon).....	117.8	118.9	118.9	86.02	84.08	83.63
Canada.....	123.2	123.9	123.1	78.73	78.27	76.55
Urban Areas						
St. John's.....	150.8	145.2	143.8	57.17	58.11	55.12
Sydney.....	80.9	76.1	96.0	74.58	75.79	76.71
Halifax.....	124.6	123.6	117.9	65.72	66.23	62.28
Moncton.....	108.7	109.3	101.9	61.36	60.74	60.41
Saint John.....	110.1	108.9	107.0	63.28	62.77	63.72
Chicoutimi-Jonquiere.....	113.3	116.0	120.7	99.15	95.96	95.62
Quebec.....	120.0	120.1	112.6	68.05	67.35	65.20
Sherbrooke.....	111.7	109.7	104.6	66.31	65.17	64.04
Shawinigan.....	107.5	109.5	109.9	83.66	86.44	83.12
Three Rivers.....	115.6	116.6	113.2	74.76	73.49	72.60
Drummondville.....	83.3	80.4	78.4	62.31	63.22	61.42
Montreal.....	126.2	125.8	125.5	77.95	77.23	75.32
Ottawa — Hull.....	133.6	135.5	127.0	73.76	73.28	71.93
Kingston.....	119.0	122.2	112.9	77.39	77.89	74.92
Peterborough.....	90.8	90.5	93.6	87.29	85.41	85.27
Oshawa.....	119.3	158.3	165.4	87.05	92.85	90.14
Toronto.....	134.6	134.9	131.4	82.49	82.51	80.08
Hamilton.....	110.2	110.3	111.4	88.02	87.57	85.06
St. Catharines.....	112.5	109.8	111.6	87.70	89.49	85.91
Niagara.....	113.8	108.7	113.3	78.08	77.17	76.38
Brantford.....	80.7	82.5	79.3	72.73	73.35	71.68
Guelph.....	124.2	125.2	122.7	74.08	74.33	71.35
Galt.....	106.6	108.9	119.7	71.22	70.77	69.22
Kitchener.....	125.2	124.1	124.5	75.00	74.77	72.01
Sudbury.....	147.7	150.1	147.8	92.60	92.41	89.52
Timmins.....	90.8	93.4	94.3	71.87	71.38	68.93
London.....	134.0	132.6	126.4	76.61	75.77	73.54
Sarnia.....	131.8	134.9	126.9	101.89	101.81	99.61
Windsor.....	74.2	73.4	76.4	88.57	86.95	84.42
Sault Ste. Marie.....	146.7	148.8	145.1	99.07	104.91	95.49
Ft. William — Pt. Arthur.....	112.3	116.9	115.4	81.16	81.86	80.45
Winnipeg.....	113.6	114.2	115.0	71.22	70.92	69.31
Regina.....	141.9	143.1	135.6	73.14	71.80	71.23
Saskatoon.....	145.6	145.2	147.1	70.09	69.12	68.76
Edmonton.....	198.9	201.1	192.1	76.57	76.20	73.94
Calgary.....	176.9	178.2	176.9	77.46	77.55	74.94
Vancouver.....	114.1	116.6	115.0	84.22	83.25	81.53
Victoria.....	113.3	113.3	113.0	75.94	76.52	74.45

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls D.B.S.

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Sept. 1961	Aug. 1961	Sept. 1960	Sept. 1961	Aug. 1961	Sept. 1960
Mining	118.4	120.2	123.2	\$ 95.97	\$ 95.00	\$ 93.62
Metal mining.....	132.7	136.0	138.0	98.02	97.36	95.85
Gold.....	70.0	72.4	73.4	80.18	79.28	76.53
Other metal.....	191.3	195.3	198.1	104.11	103.61	102.52
Fuels.....	85.4	82.4	91.9	97.10	97.21	93.48
Coal.....	42.9	39.2	50.9	72.62	72.86	73.95
Oil and natural gas.....	268.4	268.0	268.3	113.89	112.50	109.43
Non-metal.....	149.6	159.5	147.8	85.87	82.61	84.45
Manufacturing	112.7	113.1	111.6	81.14	80.42	78.37
Durable goods.....	112.5	113.7	111.6	88.20	87.18	85.09
Non-durable goods.....	112.9	112.6	111.7	75.24	74.70	72.75
Food and beverages.....	129.4	129.6	129.9	68.88	68.07	66.57
Meat products.....	139.9	140.8	139.4	81.17	80.65	78.12
Canned and preserved fruits and vegetables.....	198.7	177.9	207.9	54.21	49.71	52.17
Grain mill products.....	104.5	104.2	105.0	81.20	79.28	77.45
Bread and other bakery products.....	112.4	113.6	113.4	68.13	67.88	66.01
Distilled and malt liquors.....	100.5	103.4	105.3	98.08	99.05	93.28
Tobacco and tobacco products.....	80.9	80.2	78.8	81.73	84.16	82.25
Rubber products.....	102.6	99.9	102.7	86.01	85.22	80.83
Leather products.....	88.9	89.6	85.8	55.92	55.83	52.90
Boots and shoes (except rubber).....	94.7	96.3	93.5	53.13	53.38	50.41
Textile products (except clothing).....	80.1	79.3	77.4	65.54	64.88	63.02
Cotton yarn and broad woven goods.....	74.8	73.1	67.7	63.22	62.68	59.30
Woolen goods.....	62.4	62.9	64.0	61.75	61.08	59.32
Synthetic textiles and silk.....	85.1	85.1	83.9	71.22	70.56	69.56
Clothing (textile and fur).....	93.8	92.6	92.5	51.84	51.62	49.00
Men's clothing.....	94.5	93.0	92.2	50.83	49.79	47.31
Women's clothing.....	104.5	103.5	100.7	53.15	53.02	49.91
Knit goods.....	73.8	72.8	75.7	51.07	50.85	49.63
Wood products.....	108.5	111.5	106.0	71.49	69.46	69.07
Saw and planing mills.....	111.8	116.9	107.3	73.36	70.39	71.01
Furniture.....	113.6	113.6	114.0	70.26	70.04	67.27
Other wood products.....	82.7	81.4	84.6	62.47	61.38	62.09
Paper products.....	127.4	128.5	127.5	95.46	94.96	93.30
Pulp and paper mills.....	128.2	130.2	128.9	102.90	101.95	100.83
Other paper products.....	125.5	124.4	124.1	77.65	77.80	74.89
Printing, publishing and allied industries.....	125.3	123.9	124.5	88.74	87.68	85.75
Iron and steel products	104.5	105.6	102.7	93.26	93.08	89.68
Agricultural implements.....	47.1	62.3	53.5	95.89	90.89	89.04
Fabricated and structural steel.....	152.9	153.2	136.3	94.25	92.01	89.99
Hardware and tools.....	102.2	101.0	98.5	82.77	81.66	80.05
Heating and cooking appliances.....	103.0	101.8	96.8	81.12	80.64	77.98
Iron castings.....	95.4	92.3	89.9	90.59	89.90	84.42
Machinery industrial.....	117.8	116.5	113.6	88.52	88.08	86.66
Primary iron and steel.....	121.4	120.4	117.3	106.13	109.50	102.66
Sheet metal products.....	106.9	110.1	111.8	91.83	91.14	91.31
Wire and wire products.....	111.8	111.9	115.8	95.58	93.62	87.55
Transportation equipment	100.5	104.2	103.4	92.66	90.96	89.77
Aircraft and parts.....	254.1	255.9	244.7	96.09	92.86	94.73
Motor vehicles.....	79.7	92.0	98.2	107.04	102.80	100.73
Motor vehicles parts and accessories.....	102.0	103.5	100.6	89.00	89.99	86.62
Railroad and rolling stock equipment.....	56.6	58.3	63.3	84.70	84.02	79.89
Shipbuilding and repairing.....	131.7	129.5	119.8	84.83	82.60	82.34
Non-ferrous metal products	127.1	124.5	130.4	93.66	93.90	90.65
Aluminum products.....	145.2	144.9	146.7	90.37	90.63	87.23
Brass and copper products.....	106.0	104.8	102.3	90.96	90.74	85.56
Smelting and refining.....	143.5	140.4	153.5	101.33	101.92	98.15
Electrical apparatus and supplies	138.7	135.1	133.0	89.32	87.99	85.34
Heavy electrical machinery.....	102.4	100.7	103.0	96.22	94.50	93.59
Telecommunication equipment.....	241.8	235.5	217.2	86.32	86.14	84.01
Non-metallic mineral products	147.6	138.5	144.3	86.49	86.01	82.65
Clay products.....	93.3	93.3	89.7	78.16	77.36	74.55
Glass and glass products.....	159.7	158.2	151.7	82.06	82.01	79.15
Products of petroleum and coal.....	136.8	138.5	140.0	115.63	116.21	116.24
Petroleum refining and products.....	139.7	141.3	143.1	116.19	116.93	117.09
Chemical products.....	132.6	132.6	133.4	96.16	95.02	91.46
Medicinal and pharmaceutical preparations.....	120.6	119.7	116.6	83.98	83.51	81.03
Acids, alkalis and salts.....	155.9	158.5	160.7	107.03	105.50	102.10
Miscellaneous manufacturing industries.....	144.7	142.6	132.8	71.85	71.01	69.87
Construction	140.1	145.5	144.3	84.81	84.57	84.27
Building and general engineering.....	133.2	137.8	139.5	92.42	92.35	92.06
Highways, bridges and streets.....	151.6	158.4	152.2	73.60	73.23	72.53
Electric and motor transportation.....	140.2	139.7	135.1	83.10	83.89	81.20
Service	155.3	162.3	147.6	55.25	54.84	53.29
Hotels and restaurants.....	135.5	141.3	135.0	42.26	41.53	41.53
Laundries and dry cleaning plants.....	126.1	125.2	115.7	48.72	48.18	47.26
Industrial composite	123.2	123.9	123.1	78.73	78.27	76.55

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)
(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	September 1961	August 1961	September 1960	September 1961	August 1961	September 1960
Newfoundland.....	38.0	40.2	39.0	1.66	1.66	1.61
Nova Scotia.....	40.1	40.8	40.8	1.58	1.54	1.55
New Brunswick.....	40.6	40.0	41.7	1.57	1.50	1.52
Quebec.....	42.4	42.0	41.8	1.65	1.64	1.61
Ontario.....	41.4	41.0	40.9	1.90	1.92	1.86
Manitoba.....	40.1	40.1	40.2	1.73	1.72	1.65
Saskatchewan.....	39.2	38.2	38.9	1.94	1.94	1.88
Alberta(1).....	39.8	40.1	39.0	1.98	1.95	1.87
British Columbia(2).....	38.0	36.9	37.7	2.22	2.18	2.17

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED
WAGE EARNERS IN MANUFACTURING**

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
	No.	\$	\$	No.	
Monthly Average 1955.....	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956.....	41.0	1.52	62.43	149.5	126.3
Monthly Average 1957.....	40.4	1.61	64.99	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Last Pay Period in:					
1960 October.....	40.6	1.78	72.66	174.1	134.3
November.....	40.6	1.79	72.82	174.5	134.6
December.....	38.7	1.82	70.60	169.1	130.9
1961 January.....	40.1	1.81	72.76	174.3	135.2
February.....	40.4	1.82	72.40	175.9	136.2
March.....	40.3	1.83	73.64	176.4	136.7
April.....	40.6	1.84	74.56	178.6	138.5
May.....	40.5	1.84	74.44	178.3	138.3
June.....	41.0	1.83	75.62	179.7	139.3
July.....	40.6	1.82	73.95	177.2	137.3
August.....	40.9	1.82	74.26	177.9	137.8
September*.....	41.3	1.81	75.00	179.7	139.1
October†.....	41.2	1.84	75.67	181.3	139.8

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, D.B.S. page ii.

* Revised.

† Latest figures subject to revision.

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept. 1961	Aug. 1961	Sept. 1960	Sept. 1961	Aug. 1961	Sept. 1960	Sept. 1961	Aug. 1961	Sept. 1960
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	41.9	42.1	42.1	2.13	2.10	2.07	89.30	88.66	87.35
Metal mining.....	42.1	42.2	42.3	2.21	2.19	2.16	93.08	92.34	91.32
Gold.....	42.6	42.6	43.0	1.75	1.72	1.65	74.62	73.04	71.15
Other metal.....	41.9	42.1	42.0	2.38	2.36	2.36	99.79	99.55	98.95
Fuels.....	39.5	40.9	40.7	2.01	1.97	1.94	79.59	80.76	79.19
Coal.....	38.9	41.1	41.4	1.78	1.75	1.76	69.22	71.90	72.84
Oil and natural gas.....	40.6	40.6	39.5	2.37	2.33	2.31	96.09	94.61	91.45
Non-metal.....	44.0	43.1	43.5	1.94	1.91	1.87	85.10	82.31	81.29
Manufacturing	41.3	40.9	40.9	1.82	1.82	1.77	74.97	74.26	72.37
Durable goods.....	41.6	41.2	41.1	1.99	1.98	1.92	82.75	81.76	79.63
Non-durable goods.....	41.0	40.6	40.6	1.66	1.67	1.62	68.23	67.65	66.05
Food and beverages.....	40.7	39.7	41.0	1.53	1.55	1.50	62.48	61.70	61.35
Meat products.....	40.9	40.6	40.6	1.88	1.88	1.81	76.80	76.35	73.70
Canned and preserved fruits and vegetables.....	43.9	37.1	43.2	1.14	1.20	1.14	50.18	44.45	49.01
Grain mill products.....	42.8	42.6	42.7	1.81	1.77	1.73	77.43	75.47	73.98
Bread and other bakery products.....	41.2	41.7	41.9	1.49	1.49	1.45	61.53	62.21	60.93
Distilled liquors.....	40.9	40.2	40.4	2.07	2.05	1.99	84.70	82.45	80.54
Malt liquors.....	39.0	40.9	39.0	2.34	2.33	2.23	91.29	95.23	86.81
Tobacco and tobacco products.....	39.8	40.7	41.9	1.91	1.95	1.85	76.19	79.37	77.37
Rubber products.....	42.8	42.4	41.5	1.89	1.87	1.82	81.03	79.36	75.27
Leather products.....	41.7	41.7	40.3	1.24	1.24	1.20	51.67	51.58	48.51
Boots and shoes (except rubber).....	41.4	41.8	40.1	1.19	1.18	1.16	49.15	49.49	46.38
Other leather products.....	42.1	41.5	40.8	1.35	1.35	1.31	57.08	56.20	53.48
Textile products (except clothing).....	42.9	42.6	42.1	1.38	1.38	1.34	59.39	58.58	56.63
Cotton yarn and broad woven goods.....	42.0	41.6	40.3	1.41	1.41	1.36	59.44	58.76	54.77
Woolen goods.....	43.6	43.3	43.6	1.30	1.29	1.25	56.64	56.02	54.35
Synthetic textiles and silk.....	44.0	43.4	43.5	1.45	1.45	1.43	63.87	63.05	62.16
Clothing (textile and fur).....	39.5	39.3	38.2	1.19	1.19	1.15	47.17	46.75	43.86
Men's clothing.....	39.3	38.5	37.4	1.19	1.18	1.15	46.70	45.30	43.08
Women's clothing.....	38.1	38.4	36.6	1.27	1.28	1.21	48.39	49.14	44.25
Knit goods.....	41.9	41.9	41.4	1.11	1.10	1.08	46.28	46.13	44.91
*Wood products.....	42.3	41.5	41.8	1.62	1.60	1.58	68.49	66.38	65.99
Saw and planing mills.....	41.5	40.4	40.7	1.72	1.69	1.69	71.38	68.10	68.82
Furniture.....	44.2	44.2	43.4	1.49	1.49	1.45	65.82	65.89	63.02
Other wood products.....	42.6	41.9	43.5	1.35	1.34	1.32	57.33	56.21	57.30
Paper products.....	41.5	41.5	41.8	2.17	2.16	2.10	90.11	89.70	87.93
Pulp and paper mills.....	41.5	41.3	42.0	2.34	2.33	2.26	97.05	96.32	94.99
Other paper products.....	41.7	41.9	41.5	1.71	1.71	1.65	71.50	71.53	68.65
Printing, publishing and allied industries.....	39.5	39.2	39.3	2.25	2.22	2.18	89.00	87.25	85.56
*Iron and steel products.....	41.5	41.3	40.8	2.14	2.15	2.09	88.80	88.72	85.18
Agricultural implements.....	39.2	37.7	38.8	2.14	2.16	2.01	83.69	81.38	78.24
Fabricated and structural steel.....	41.0	40.4	41.4	2.10	2.10	2.01	86.24	84.62	83.15
Hardware and tools.....	42.6	41.9	41.6	1.79	1.79	1.78	76.36	74.97	73.95
Heating and cooking appliances.....	42.3	41.7	40.9	1.81	1.81	1.73	79.43	75.61	72.68
Iron castings.....	42.7	42.4	40.6	2.04	2.04	1.96	86.97	86.45	79.87
Machinery, industrial.....	41.7	41.4	41.6	2.00	1.98	1.95	83.30	81.91	81.02
Primary iron and steel.....	40.1	41.4	39.7	2.54	2.55	2.49	102.15	105.65	98.91
Sheet metal products.....	42.3	41.7	42.2	2.08	2.09	2.07	87.95	87.12	87.50
Wire and wire products.....	42.5	41.8	40.5	2.13	2.11	2.02	90.34	88.31	81.70
*Transportation equipment.....	40.7	40.1	40.7	2.12	2.12	2.06	86.46	85.17	83.73
Aircraft and parts.....	41.7	40.8	42.0	2.11	2.08	2.07	88.01	84.84	87.01
Motor vehicles.....	42.0	40.4	41.2	2.35	2.35	2.26	98.53	95.00	93.26
Motor vehicle parts and accessories.....	39.7	40.3	40.1	2.08	2.09	2.01	82.61	84.19	80.59
Railroad and rolling stock equipment.....	39.7	39.5	39.5	2.08	2.08	1.96	82.62	81.95	77.35
Shipbuilding and repairing.....	40.3	39.5	40.3	2.07	2.04	2.00	83.35	80.81	80.72
*Non-ferrous metal products.....	41.0	41.0	40.8	2.14	2.14	2.08	87.68	87.64	85.01
Aluminum products.....	42.7	43.2	43.4	1.88	1.89	1.82	80.23	81.49	78.82
Brass and copper products.....	42.6	42.3	40.0	2.03	2.03	1.98	86.24	85.99	79.42
Smelting and refining.....	39.8	40.8	40.3	2.39	2.38	2.30	95.20	95.40	92.52
*Electrical apparatus and supplies.....	42.0	41.1	40.7	1.89	1.88	1.85	79.56	77.35	75.02
Heavy electrical machinery and equipment.....	41.8	40.9	41.0	2.09	2.07	2.06	87.31	84.84	84.71
Telecommunication equipment.....	41.7	40.6	40.6	1.73	1.73	1.68	72.11	70.28	68.23
Refrigerators, vacuum cleaners and appliances.....	40.9	40.0	39.9	1.91	1.89	1.88	77.92	75.65	74.93
Wire and cable.....	43.3	44.4	39.8	2.12	2.12	2.06	91.70	94.05	82.04
Miscellaneous electrical products.....	42.3	40.9	40.9	1.82	1.79	1.73	76.87	73.13	70.89
*Non-metallic mineral products.....	43.6	43.5	42.9	1.87	1.87	1.81	81.75	81.48	77.81
Clay products.....	43.1	42.8	42.0	1.70	1.68	1.63	73.28	71.91	68.62
Glass and glass products.....	41.4	40.6	40.9	1.88	1.91	1.83	77.60	77.72	74.70
Products of petroleum and coal.....	40.4	41.1	40.8	2.56	2.56	2.55	103.32	105.27	103.89
Chemical products.....	41.2	40.6	40.6	2.04	2.04	1.99	84.28	82.92	80.96
Medicinal and pharmaceutical preparations.....	40.3	39.3	39.5	1.56	1.56	1.53	63.09	62.11	60.55
Acids, alkalis and salts.....	40.6	40.0	40.4	2.37	2.36	2.28	96.36	94.62	92.08
Miscellaneous manufacturing industries.....	42.1	41.3	41.9	1.49	1.50	1.45	62.63	61.89	60.73
Construction	42.5	42.6	43.1	1.96	1.96	1.94	83.40	83.46	83.56
Building and general engineering.....	42.1	42.1	42.7	2.15	2.15	2.12	90.44	90.55	90.69
Highways, bridges and streets.....	43.2	43.4	43.7	1.65	1.64	1.63	71.44	71.20	71.17
Electric and motor transportation.....	43.6	44.3	43.6	1.90	1.90	1.85	82.69	84.20	80.60
Service	38.6	38.9	39.0	1.07	1.04	1.05	41.28	40.67	40.91
Hotels and restaurants.....	38.4	39.2	39.2	1.04	1.01	1.02	39.78	39.38	39.90
Laundries and dry cleaning plants.....	40.1	39.4	39.7	1.04	1.03	1.01	41.70	40.82	40.29

*Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
January 1, 1956.....	17,986	12,111	30,097	312,066	84,815	396,881
January 1, 1957.....	19,784	13,440	33,224	343,956	92,207	436,163
January 1, 1958.....	7,450	7,270	14,720	596,104	147,349	743,453
January 1, 1959.....	8,643	8,549	17,192	562,257	158,163	720,420
January 1, 1960.....	9,097	9,779	18,876	522,206	157,962	680,168
January 1, 1961.....	9,859	7,996	17,855	570,789	163,893	734,682
February 1, 1961.....	8,866	8,377	17,243	668,766	185,972	854,738
March 1, 1961.....	8,786	9,513	18,299	691,351	186,991	878,342
April 1, 1961.....	9,927	11,387	21,314	683,034	180,982	864,016
May 1, 1961.....	14,098	13,802	27,900	594,904	172,884	767,788
June 1, 1961.....	17,078	17,208	34,286	418,218	151,611	569,829
July 1, 1961.....	15,103	16,445	31,548	268,284	125,447	393,731
August 1, 1961.....	15,880	14,732	30,612	246,016	117,993	364,009
September 1, 1961.....	14,963	17,850	32,813	216,245	104,695	320,940
October 1, 1961.....	14,645	17,066	31,711	216,358	101,260	317,618
November 1, 1961.....	12,936	14,979	27,915	249,228	107,697	356,925
December 1, 1961 ⁽¹⁾	17,462	15,940	33,402	329,331	125,001	454,332
January 1, 1962 ⁽¹⁾	11,402	10,866	22,268	478,734	136,654	615,388

⁽¹⁾ Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT NOVEMBER 30, 1961⁽¹⁾

(Source: National Employment Service, Unemployment Insurance Commission)

Industry	Male	Female	Total	Change from November 30, 1960
Agriculture, Fishing, Trapping.....	278	65	343	+ 99
Forestry.....	564	9	573	— 28
Mining, Quarrying and Oil Wells.....	310	37	347	— 10
Manufacturing.....	2,738	1,723	4,461	+ 1,364
Construction.....	1,061	52	1,113	+ 275
Transportation, Storage and Communication.....	529	195	724	+ 185
Public Utility Operation.....	82	17	99	+ 30
Trade.....	2,010	2,581	4,591	+ 1,376
Finance, Insurance and Real Estate.....	695	483	1,178	+ 411
Service.....	9,409	10,866	20,275	+ 2,847
GRAND TOTAL	17,676	16,028	33,704	+ 6,549

⁽¹⁾ Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT NOVEMBER 30, 1961⁽¹⁾

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers....	1,736	1,525	3,261	7,040	1,892	8,932
Clerical Workers.....	4,527	5,461	9,988	16,182	45,839	62,021
Sales Workers.....	1,397	1,514	2,911	7,286	13,972	21,258
Personal and Domestic Service Workers..	702	5,650	6,352	33,727	25,700	59,427
Seaman.....	2	.....	2	1,633	15	1,648
Agriculture, Fishing, Forestry (Ex. log.)..	264	35	299	5,304	445	5,749
Skilled and Semi-Skilled Workers.....	4,218	1,114	5,332	144,225	17,028	161,253
Food and kindred products (incl. tobacco).....	58	10	68	1,347	435	1,782
Textiles, clothing, etc.....	110	769	879	2,002	10,712	13,314
Lumber and lumber products.....	602	8	610	13,593	124	13,717
Pulp, paper (incl. printing).....	55	23	78	1,063	439	1,502
Leather and leather products.....	43	87	130	857	792	1,649
Stone, clay and glass products.....	8	.....	8	481	34	515
Metalworking.....	648	21	669	15,045	746	15,791
Electrical.....	185	25	210	2,612	741	3,353
Transportation equipment.....	9	.....	9	500	30	530
Mining.....	23	.....	23	1,813	.....	1,813
Construction.....	510	.....	510	40,488	9	40,497
Transportation (except seamen).....	750	15	765	27,927	113	28,040
Communications and public utility..	49	.....	49	690	3	693
Trade and service.....	149	110	259	5,165	1,842	7,007
Other skilled and semi-skilled.....	854	34	888	21,854	725	22,579
Foremen.....	68	11	79	3,207	277	3,484
Apprentices.....	97	1	98	4,981	6	4,987
Unskilled Workers.....	4,616	641	5,257	113,934	20,110	134,044
Food and tobacco.....	138	130	268	4,403	5,691	10,094
Lumber and lumber products.....	74	14	88	12,363	417	12,780
Metalworking.....	29	13	42	6,319	439	6,758
Construction.....	3,127	.....	3,127	59,537	1	59,538
Other unskilled workers.....	1,248	484	1,732	31,312	13,562	44,874
GRAND TOTAL.....	17,462	15,940	33,402	329,331	125,001	454,332

⁽¹⁾ Preliminary—subject to revision.

⁽²⁾ Current vacancies only. Deferred vacancies are excluded.

TABLE D-4—REGISTRATIONS AT NOV. 30, 1961 AND DEC. 1, 1960

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Nov. 30, 1961	Dec. 1, 1960		Nov. 30, 1961	Dec. 1, 1960
Newfoundland	11,255	15,278	Quebec—Concluded		
Corner Brook.....	2,443	3,018	Val d'Or.....	1,537	1,850
Grand Falls.....	1,094	1,533	Valleyfield.....	1,695	2,214
St. John's.....	7,718	10,727	Victoriaville.....	1,443	2,156
			Ville St. Georges.....	1,799	1,643
Prince Edward Island	2,018	2,543	Ontario	149,982	182,266
Charlottetown.....	1,224	1,509	Amprior.....	310	278
Summerside.....	794	1,034	Barrie.....	1,035	1,281
Nova Scotia	18,922	20,922	Belleville.....	1,615	1,891
Amherst.....	646	968	Bracebridge.....	985	1,083
Bridgewater.....	719	1,234	Brampton.....	1,036	1,394
Halifax.....	4,723	5,265	Brantford.....	2,616	3,342
Inverness.....	363	389	Brockville.....	566	730
Kentville.....	1,328	2,023	Carleton Place.....	232	257
Liverpool.....	396	509	Chatham.....	1,877	2,080
New Glasgow.....	2,062	2,509	Cobourg.....	834	968
Springhill.....	818	981	Collingwood.....	614	882
Sydney.....	4,284	3,960	Cornwall.....	2,431	3,303
Sydney Mines*.....	986		Elliot Lake.....	635	317
Truro.....	1,315	1,439	Fort Erie.....	585	809
Yarmouth.....	1,302	1,645	Fort Frances.....	647	603
			Fort William.....	2,045	2,319
New Brunswick	15,934	20,072	Galt.....	1,122	1,872
Bathurst.....	1,850	2,600	Gananoque.....	351	336
Campbellton.....	1,177	1,620	Goderich.....	482	631
Edmundston.....	1,155	1,129	Guelph.....	1,623	1,996
Fredericton.....	1,242	1,579	Hamilton.....	10,974	16,218
Minto.....	339	473	Hawkesbury.....	641	957
Moncton.....	3,856	4,796	Kapusksing.....	1,084	741
Newcastle.....	1,141	1,512	Kenora.....	984	841
Saint John.....	2,857	3,422	Kingston.....	2,217	2,110
St. Stephen.....	1,132	1,315	Kirkland Lake.....	1,387	1,439
Sussex.....	386	571	Kitchener.....	2,006	3,088
Woodstock.....	799	1,055	Leamington.....	808	1,036
			Lindsay.....	488	591
Quebec	129,937	154,840	Listowel.....	297	362
Alma.....	1,572	1,342	London.....	3,835	5,469
Asbestos.....	474	652	Long Branch.....	3,249	4,209
Baie Comeau.....	672	533	Midland.....	696	810
Beauharnois.....	953	1,170	Napanee.....	506	529
Buckingham.....	745	984	Newmarket.....	1,136	1,369
Causapscal.....	1,183	1,023	Niagara Falls.....	2,355	2,789
Chandler.....	1,137	647	North Bay.....	1,455	1,865
Chicoutimi.....	2,032	1,936	Oakville.....	732	1,031
Cowansville.....	288	380	Orillia.....	787	1,180
Dolbeau.....	1,134	1,054	Oshawa.....	3,972	4,471
Drummondville.....	1,524	2,147	Ottawa.....	6,317	6,058
Farnham.....	432	575	Owen Sound.....	1,101	1,526
Forestville.....	550	336	Parry Sound.....	511	380
Gaspé.....	870	835	Pembroke.....	1,572	1,758
Granby.....	1,694	2,330	Perth.....	456	575
Hull.....	2,900	3,526	Peterborough.....	2,819	3,339
Joliette.....	2,585	3,625	Picton.....	302	391
Jonquière.....	2,250	2,523	Port Arthur.....	3,523	3,401
Lachute.....	566	809	Port Colborne.....	768	1,051
La Malbaie.....	978	1,020	Prescott.....	594	734
La Tuque.....	843	649	Renfrew.....	369	451
Lévis.....	2,301	3,339	St. Catharines.....	3,763	3,998
Louiseville.....	779	1,115	St. Thomas.....	1,245	1,396
Magog.....	464	658	Sarnia.....	2,573	3,048
Maniwaki.....	552	760	Sault Ste. Marie.....	2,213	3,480
Matane.....	1,492	923	Sioux Lookout.....	825	906
Mégantic.....	539	989	Smiths Falls.....	242	186
Mont-Laurier.....	704	758	Stratford.....	380	449
Montmagny.....	1,287	1,165	Sturgeon Falls.....	689	810
Montréal.....	47,755	60,156	Sudbury.....	892	906
New Richmond.....	993	1,144	Tilsonburg.....	3,227	4,002
Port Alfred.....	673	605	Timmins.....	419	323
Québec.....	9,383	11,068	Toronto.....	2,085	2,031
Rimouski.....	2,668	2,574	Trenton.....	35,512	43,391
Rivière du Loup.....	2,531	2,499	Walkerton.....	571	809
Roberval.....	1,210	1,049	Wallaceburg.....	541	846
Rouyn.....	2,439	2,183	Welland.....	584	666
Ste. Agathe des Monts.....	571	801	Weston.....	2,054	2,508
Ste. Anne de Bellevue.....	707	958	Windsor.....	3,208	3,754
Ste. Thérèse.....	1,587	2,208	Woodstock.....	8,793	10,309
St. Hyacinthe.....	1,417	2,098		864	1,307
St. Jean.....	1,621	2,098	Manitoba	23,033	22,540
St. Jérôme.....	1,242	2,626	Brandon.....	1,772	2,028
Sept-Îles.....	1,400	1,748	Dauphin.....	1,244	1,366
Shawinigan.....	3,510	3,313	Flin Flon.....	223	267
Sherbrooke.....	3,994	4,446	Portage la Prairie.....	1,047	1,002
Sorel.....	1,674	1,981	The Pas.....	346	335
Thetford Mines.....	1,040	1,458	Winnipeg.....	18,401	17,542
Trois-Rivières.....	3,548	4,163			

TABLE D-4—REGISTRATIONS AT NOV. 30, 1961 AND DEC. 1, 1960

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Nov. 30, 1961	Dec. 1, 1960	Office	Nov. 30, 1961	Dec. 1, 1960
Saskatchewan	16,292	16,244	British Columbia—Concluded		
Estevan.....	417	506	Cranbrook.....	800	1,114
Lloydminster.....	360	406	Dawson Creek.....	840	969
Moose Jaw.....	1,416	1,474	Duncan.....	791	880
North Battleford.....	960	1,070	Kamloops.....	1,370	1,509
Prince Albert.....	1,980	2,004	Kelowna.....	1,150	1,254
Regina.....	4,272	3,934	Kitimat.....	158	218
Saskatoon.....	3,610	3,740	Mission City.....	1,155	1,406
Swift Current.....	925	797	Nanaimo.....	987	1,372
Weyburn.....	443	437	Nelson.....	937	1,186
Yorkton.....	1,909	1,876	New Westminster.....	9,105	10,198
Alberta	28,105	30,872	Penticton.....	1,351	1,341
Blairmore.....	362	363	Port Alberni.....	636	870
Calgary.....	8,994	10,805	Prince George.....	2,145	2,884
Drumheller.....	424	354	Prince Rupert.....	1,425	1,802
Edmonton.....	12,444	13,029	Princeton.....	455	551
Edson.....	398	678	Quesnel.....	983	1,380
Grande Prairie.....	800	854	Trail.....	748	918
Lethbridge.....	2,163	2,224	Vancouver.....	24,797	30,896
Medicine Hat.....	1,290	1,209	Vernon.....	1,801	2,169
Red Deer.....	1,230	1,356	Victoria.....	3,724	5,468
British Columbia	58,834	72,402	Whitehorse.....	552	547
Chilliwack.....	1,942	2,059	CANADA	454,332	537,979
Courtenay.....	982	1,411	Males.....	329,331	393,856
			Females.....	125,001	144,123

¹ Preliminary subject to revision.

*Prior to March 1961, the office at Sydney Mines, N.S. operated as a branch of the Sydney, N.S., local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, D.B.S. from information supplied by the UIC.

TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, OCTOBER 1961

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	3.4	14,126	302,577
Prince Edward Island.....	0.5	2,031	40,030
Nova Scotia.....	8.4	35,380	799,782
New Brunswick.....	5.8	24,286	513,213
Quebec.....	51.2	214,945	4,982,307
Ontario.....	63.6	267,220	6,421,034
Manitoba.....	7.2	30,058	695,539
Saskatchewan.....	4.4	18,369	418,546
Alberta.....	7.9	32,998	788,271
British Columbia.....	21.0	88,311	2,153,748
Total, Canada, October 1961.....	173.3	727,724	17,115,047
Total, Canada, September 1961.....	173.2	692,684	16,802,313
Total, Canada, October 1960.....	225.9	903,403	20,650,922

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY
NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE
POSTAL, OCTOBER 31, 1961**

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Number of weeks on claim							Percent- age Postal	October 31, 1960 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	268,682	104,835	34,446	40,863	23,799	16,323	11,584	36,832	26.7	330,223
Male.....	185,454	80,254	24,754	27,473	14,800	9,421	6,380	22,372	27.8	230,025
Female.....	83,228	24,581	9,692	13,390	8,999	6,902	5,204	14,460	24.3	100,198
Newfoundland.....	5,461	2,052	564	717	437	323	235	1,133	62.7	6,886
Male.....	4,513	1,843	455	565	341	229	161	919	64.8	5,718
Female.....	948	209	109	152	96	94	74	124	52.7	1,168
Prince Edward Island....	765	289	73	115	64	50	46	128	55.3	896
Male.....	471	212	44	63	36	30	21	65	59.0	588
Female.....	294	77	29	52	28	20	25	63	49.3	308
Nova Scotia.....	12,134	3,558	1,509	2,041	1,273	789	569	2,395	36.1	14,069
Male.....	9,332	2,845	1,176	1,553	970	548	395	1,845	37.0	11,277
Female.....	2,802	713	333	488	303	241	174	550	33.0	2,792
New Brunswick.....	9,272	3,341	1,259	1,392	766	573	393	1,548	51.8	11,286
Male.....	6,484	2,559	882	969	481	349	228	1,016	53.6	8,456
Female.....	2,788	782	377	423	285	224	165	532	47.7	2,830
Quebec.....	79,590	30,585	10,200	12,022	7,171	5,089	3,845	10,678	27.3	99,111
Male.....	55,591	23,481	7,648	8,407	4,542	2,931	2,090	6,492	28.2	67,991
Female.....	23,999	7,104	2,552	3,615	2,629	2,158	1,755	4,186	25.1	31,120
Ontario.....	90,451	35,051	11,749	13,761	8,158	5,451	3,765	12,516	20.3	118,603
Male.....	60,316	25,962	8,092	8,993	5,006	3,149	1,963	7,151	20.1	79,761
Female.....	30,135	9,089	3,657	4,768	3,152	2,302	1,802	5,365	20.6	38,842
Manitoba.....	13,703	6,471	1,284	1,820	1,051	882	613	1,582	19.1	12,294
Male.....	9,782	5,122	886	1,187	672	513	370	1,032	20.4	8,185
Female.....	3,921	1,349	398	633	379	369	243	550	15.9	4,109
Saskatchewan.....	7,356	2,573	1,051	1,238	740	494	323	937	42.1	6,917
Male.....	4,846	1,974	752	787	419	258	163	493	44.9	4,463
Female.....	2,510	599	299	451	321	236	160	444	36.7	2,454
Alberta.....	14,717	6,304	1,877	2,104	1,373	865	560	1,634	27.8	16,468
Male.....	9,474	4,820	1,207	1,166	685	411	284	901	30.7	11,305
Female.....	5,243	1,484	670	938	688	454	276	733	22.4	5,163
British Columbia.....	35,233	14,611	4,880	5,653	2,766	1,807	1,235	4,281	24.9	43,693
Male.....	24,645	11,436	3,612	3,783	1,648	1,003	705	2,458	26.1	32,281
Female.....	10,588	3,175	1,268	1,870	1,118	804	530	1,823	22.1	11,412

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
OCTOBER, 1961**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed off	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	2,797	1,986	811	2,302	1,421	881	982
Prince Edward Island.....	385	263	122	328	236	92	113
Nova Scotia.....	5,549	3,333	2,216	5,137	3,680	1,457	1,541
New Brunswick.....	5,045	3,057	1,988	4,580	3,355	1,225	1,460
Quebec.....	46,260	28,130	18,130	40,450	28,108	12,342	15,686
Ontario.....	54,436	32,429	22,007	54,723	39,061	15,662	16,003
Manitoba.....	7,109	4,615	2,494	6,157	4,297	1,860	1,725
Saskatchewan.....	4,648	3,194	1,454	4,010	2,715	1,295	1,382
Alberta.....	9,782	6,286	3,496	8,292	5,827	2,465	2,874
British Columbia.....	22,049	13,577	8,472	20,351	13,937	6,414	6,118
Total, Canada, October 1961...	158,060	96,870	61,190	146,330	102,637	43,693	47,884
Total, Canada, September 1961	121,980	69,836	52,144	115,995	84,698	31,297	36,154
Total, Canada, October 1960...	178,211	103,919	74,292	162,512	122,331	40,181	50,113

* In addition, revised claims received numbered 38,732.

† In addition, 37,739 revised claims were disposed of. Of these, 4,559 were special requests not granted and 1,730 were appeals by claimants. There were 10,731 revised claims pending at the end of the month.

TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1961—September.....	3,948,000	3,718,800	229,200
August.....	3,987,000	3,757,700	229,300
July.....	3,971,000	3,715,700	255,300
June.....	3,943,000	3,676,100	266,900
May.....	3,891,000	3,550,000	341,000
April.....	4,126,000	3,142,900	713,100
March.....	4,210,000	3,372,000	838,000
February.....	4,247,000	3,374,200	872,800
January.....	4,240,000	3,393,100	846,900
1960—December.....	4,251,000	3,496,900	754,100
November.....	4,110,000	3,624,800	485,200
October.....	4,002,000	3,671,800	330,200
September.....	3,998,000	3,718,500	279,500

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year.....	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year.....	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1960—December.....	129.3	124.2	133.3	112.4	141.8	154.9	146.6	115.8
1961—January.....	129.2	124.4	133.2	111.6	141.1	155.0	146.3	115.8
February.....	128.9	124.0	133.1	111.5	141.1	154.6	146.7	115.7
March.....	129.1	124.0	133.2	111.8	141.0	154.4	146.6	115.7
April.....	129.1	123.9	133.2	111.9	141.0	155.3	145.5	115.8
May.....	129.0	123.2	132.9	112.4	141.8	155.3	146.0	115.8
June.....	129.0	123.5	132.9	112.5	141.2	155.0	145.8	115.8
July.....	129.0	124.9	132.9	112.2	138.7	155.1	145.0	115.8
August.....	129.1	125.3	132.9	112.1	139.0	154.6	145.4	116.1
September.....	129.1	123.2	133.5	113.1	140.0	155.0	146.7	117.3
October.....	129.2	123.3	133.6	113.6	140.	155.3	146.2	117.3
November.....	129.7	123.6	133.7	114.0	141.5	156.7	146.3	117.3
December.....	129.8	124.5	133.8	113.7	141.1	156.8	146.3	117.3

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF NOVEMBER 1961

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	Nov. 1960	Oct. 1961	Nov. 1961					
① St. John's, Nfld.....	115.9	116.5	116.4	110.5	114.5	110.5	111.9	132.8
Halifax.....	128.4	129.2	129.7	121.6	137.6	123.4	130.7	140.9
Saint John.....	130.0	130.8	130.8	125.2	141.5	120.9	124.5	144.4
Montreal.....	129.7	130.4	130.8	131.1	146.8	108.1	120.2	140.4
Ottawa.....	130.2	132.1	131.8	125.4	149.7	119.4	123.0	142.7
Toronto.....	131.9	132.5	131.9	123.4	152.3	117.5	125.9	141.3
Winnipeg.....	127.7	128.7	128.9	127.2	136.8	119.0	120.5	137.5
Saskatoon—Regina.....	125.5	126.8	126.4	124.4	124.4	123.5	126.6	131.5
Edmonton—Calgary.....	125.7	126.0	125.7	120.3	125.7	121.6	127.8	134.1
Vancouver.....	130.8	129.6	130.1	124.9	137.0	116.4	135.7	137.5

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

① St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1—STRIKES AND LOCKOUTS, 1956-1961

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
1959.....	203	218	100,127	2,286,900	0.19
1960.....	268	274	49,408	738,700	0.06
1960: November.....	27	56	5,578	52,640	0.05
December.....	12	29	1,895	30,190	0.03
*1961: January.....	6	21	2,346	28,140	0.03
February.....	8	18	1,601	20,320	0.02
March.....	21	34	4,426	41,160	0.04
April.....	18	30	6,265	59,240	0.06
May.....	33	50	12,001	107,480	0.10
June.....	21	38	12,323	128,020	0.12
July.....	28	41	8,826	94,560	0.09
August.....	32	47	8,067	64,570	0.06
September.....	31	53	10,664	105,500	0.09
October.....	30	58	41,043	428,650	0.39
November.....	22	48	11,032	123,940	0.11

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, NOVEMBER 1961, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....	1	220	2,200
Fishing.....			
Mining.....	2	1,022	11,040
Manufacturing.....	21	2,841	30,780
Construction.....	13	4,787	56,900
Transportation, etc.....	3	1,028	4,010
Public utilities.....	1	200	430
Trade.....	4	112	2,290
Service.....	3	822	16,290
All industries.....	48	11,032	123,940

TABLE G-3—STRIKES AND LOCKOUTS, NOVEMBER 1961, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....	1	572	1,140
New Brunswick.....	2	187	440
Quebec.....	8	1,755	22,780
Ontario.....	30	7,295	91,660
Manitoba.....	1	40	800
Saskatchewan.....			
Alberta.....	1	115	170
British Columbia.....	4	184	4,000
Federal.....	1	884	2,950
All jurisdictions.....	48	11,032	123,940

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
NOVEMBER 1961**

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			November	Accumulated		
LOGGING Henry Selin Forest Products, Nassau Lake, Ont.	Carpenters Loc. 2995 (AFL-CIO/CLC)	220	2,200	5,880	Oct. 3 Nov. 13	Wages, hours, working conditions, seniority~7¢ an hr. increase in planing mill, 10¢ an hr. in saw-mill, higher piece work rates; improved working conditions.
MINING <i>Metal Mining</i> Opemiska Copper Mines, Chapais, Que.	Mining Employees' Federation (CNTU)	450	9,900	13,500	Oct. 20	Job classification, sickness and accident insurance, seniority, union security~
<i>Coal etc.</i> Dominion Coal (No. 18 Colliery), New Victoria, N.S.	Mine Workers Loc. 7557 (Ind.)	572	1,140	1,140	Nov. 1 Nov. 3	Arrangements for returning to surface after completion of "task work"~ Return of workers pending negotiations.
MANUFACTURING <i>Textile Products</i> Canadian Industries Ltd. New Toronto, Ont.	Mine Workers District 50 (Ind.)	208	620	620	Nov. 27 Nov. 30	Wages, hours~11¢ an hr. increase, five day week Monday to Friday.
Hamilton Cotton and Trent Cotton, Dundas, Hamilton and Trenton, Ont.	Textile Workers' Union Locs. 723, 974 and 979 (AFL-CIO/CLC)	777	3,110	3,110	Nov. 27	Wages~
<i>Wood Products</i> Canadian Office and School Furniture, Preston, Ont.	Carpenters Loc. 3189 (AFL-CIO/CLC)	127	2,330	7,420	Sep. 8	Union security~
Dominion Ayers, Ayersville, Que.	Carpenters Loc. 3263 (AFL-CIO/CLC)	133 (26)	2,930	6,680	Sep. 22	Wages~
<i>Iron and Steel Products</i> Royal Typewriter, Montreal, Que.	Steelworkers Loc. 4711 (AFL-CIO/CLC)	111	1,440	1,440	Nov. 3 Nov. 22	Wages~Wage increase of 5¢ an hr.
<i>Transportation Equipment</i> Fruehauf Trailer, Dixie, Ont.	Auto Workers Loc. 252 (AFL-CIO/CLC)	161	3,540	6,360	Oct. 5	Wages, hours, overtime~
<i>Electrical Apparatus and Supplies</i> Universal Cooler, Barrie, Ont.	Auto Workers Loc. 700 (AFL-CIO/CLC)	102	2,070	3,210	Oct. 16	Wages, union recognition~
Canadian Westinghouse, Toronto, Ont.	U.E. Loc. 512 (Ind.)	143	290	290	Nov. 29	Wages, seniority, holidays~
<i>Non-Metallic Mineral Products</i> Canada Cement, Montreal, Que.	Cement Workers Loc. 215 (AFL-CIO/CLC)	400	4,400	4,400	Nov. 16	Wages, fringe benefits~
Canada Cement, Pointe Anne, Ont.	Cement Workers Loc. 219 (AFL-CIO/CLC)	150	1,650	1,650	Nov. 16	Wages, fringe benefits~
Canada Cement, Port Colborne, Ont.	Cement Workers Loc. 305 (AFL-CIO/CLC)	109	1,200	1,200	Nov. 16	Wages, fringe benefits~
Canada Cement, Woodstock, Ont.	Cement Workers Loc. 368 (AFL-CIO/CLC)	123	1,350	1,350	Nov. 16	Wages, fringe benefits~
CONSTRUCTION Toronto Sheet Metal Labour Bureau, Toronto, Ont.	Sheet Metal Workers Loc. 30 (AFL-CIO/CLC)	500	10,500	32,100	Sep. 11 Nov. 29	Wages, travelling time~ 15¢ an hr. retroactive to Sep. 1, 1961, 3¢ an hr. effective May 1, 1962.
Structural Steel Erectors Association of Ontario, Toronto, Hamilton, other centres, Ont.	Structural Iron Workers, various locs. (AFL-CIO/CLC)	966	12,560	39,290	Sep. 12 Nov. 20	Wages, fringe benefits~ 10¢ an hr. increase, plus 7¢ an hr. for welfare fund Jan. 1, 1962, 6¢ May 1, 1962.

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
NOVEMBER 1961**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Novem- ber	Accu- mulated		
Windsor Builders and Contractors Exchange, Windsor, Ont.	I.B.E.W. Loc. 773 other building trades unions (AFL-CIO/CLC)	1,900	24,700	74,640	Sep. 20 Nov. 20	Wages, fringe benefits~ 25-30¢ an hr. over a 2-yr. period, improved fringe benefits.
Toronto Builders Exchange, Toronto, Ont.	Structural Iron Workers Loc. 721 (AFL-CIO/CLC)	270	5,130	7,290	Oct. 20 Nov. 28	Wages~10¢ an hr. increase immediately, 5¢ an hr. Jan. 1, 1962, 3¢ an hr. May 1, 1962; 5¢ an hr. to welfare fund starting Jan. 1962.
Ontario Lathing Contractors, Toronto, Ont.	Lathers Loc. 97 (AFL-CIO/CLC)	100	1,800	1,800	Nov. 7	Alleged failure to honour agreement~
Brown & Root, Windfall, Alta.	Plumbers Loc. 488 (AFL-CIO/CLC)	115	170	170	Nov. 7 Nov. 9	Living conditions in camp ~Return of workers.
Meco Electric, Smiths Falls, Ont.	I.B.E.W. Loc. 586 (AFL-CIO/CLC)	161	160	160	Nov. 22 Nov. 23	Pay for travelling time~ Return of workers pending further negotiations.
Saint John Builders' Exchange, Saint John, N.B.	Carpenters Loc. 1386 (AFL-CIO/CLC)	184	370	370	Nov. 27	Wages, working conditions, paid statutory holidays, union security~
Bedford District Contractors Association, Granby and district, Que.	Building Workers' Federation (CNTU)	505	510	510	Nov. 30	Wages, hours, union secu- rity~
TRANSPORTATION ETC. <i>Transportation</i> Five automobile hauling firms, Various centres, Que. and Ont.	Teamsters Loc. 880 (Ind.)	884	2,950	2,950	Nov. 26	Wages, control of welfare fund~
Four automobile hauling firms, Oakville, Oshawa, Windsor, other points, Ont.	Teamsters Loc. 880 (Ind.)	111	370	370	Nov. 26	Wages, control of welfare fund~
PUBLIC UTILITY OPERATION Hydro Electric Power Commission, Hamilton, Ont.	I.B.E.W. Loc. 138 (AFL-CIO/CLC)	200	430	430	Nov. 10 Nov. 12	Wages, fringe benefits~ Wage increase, improved fringe benefits.
SERVICE <i>Government Service</i> City of Hamilton, Hamilton, Ont.	International Operating Engineers Loc. 700 (AFL-CIO)	135	770	3,950	Sep. 28 Nov. 8	Wages~Wage increase, im- proved fringe benefits.
<i>Personal Service</i> Royal York Hotel, Toronto, Ont.	Hotel Employees Loc. 299 (AFL-CIO/CLC)	675	15,210	134,790	Apr. 24	Wages~

Figures in parentheses indicate the number of workers indirectly affected.

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section contain data covering strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days.

The developments leading to work stoppages are often too complex to make it practicable to distinguish statistically between strikes on the one hand and lockouts on the other. However, a work stoppage that is clearly a lockout is not often encountered.

The data on workers involved include all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Where the number of workers involved varied in the course of the stoppage, the maximum number is used for monthly totals, but adjustments are made for changes reported in the number of workers involved in work stoppages extending over two or more months. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included in the data on workers involved. Their number, however, if any, is shown in parentheses for the major work stoppages listed in Table G-4. The data in parentheses are those reported at an early stage of the work stoppage, and they refer only to the plant or premises at which the stoppage occurred.

Duration of strikes and lockouts in man-days is calculated by multiplying the number of workers involved in each work stoppage by the number of working days the work stoppage was in progress. Where the number of workers involved varied significantly in the course of the stoppage, an appropriate adjustment is made in the calculation as far as this is practicable. The duration in man-days of all stoppages in a month or year is also shown as a percentage of estimated working time, based on the corresponding monthly figure or annual average figure for non-agricultural paid workers in Canada. The data on duration of work stoppages in man-days are provided to facilitate comparison of work stoppages in

terms of a common denominator; they are not intended as a measure of the loss of productive time to the economy. For convenience of expression, however, duration in man-days is on occasion referred to as "time loss" in reviews based on this series.

The data on the distribution of work stoppages by industry in Table G-2 follow the Standard Industrial Classification, D.B.S. (1948).

In Table G-3 work stoppages are classified according to jurisdiction, whether federal or provincial. This is done on the basis of the governmental agency that intervened in the dispute. Where there was no such intervention the classification is, wherever possible, on the basis of the agency that previously dealt with labour matters in the establishment involved.

Work stoppages involving 100 or more workers are listed in Table G-4, which shows in each instance the employer(s) and the location of the premises at which the work stoppage occurred, the union(s) directly involved or concerned in the dispute, number of workers involved, duration in man-days, starting date (the first day on which normal operations were affected) and termination date. For work stoppages that are terminated by mutual agreement, the termination date is usually the day on which work was resumed. Work stoppages that have not been resolved in this way are as a rule considered terminated, for statistical purposes, at the date by which it was established that two-thirds or more of the workers involved had either returned to work, or had found work with other employers, or had been replaced by new employees; or the date by which it was reported that the operations affected by the work stoppage would not be resumed. Also shown in Table G-4 are the major issues, as far as known, that led to work stoppage, and the result, i.e., the terms of settlement of major issues where a settlement was reached when the work stoppage terminated, or the circumstances in which the work stoppage came to an end.

While the methods used to obtain data on work stoppages are not likely to lead to major omissions, it is not always possible, particularly on a preliminary basis, to obtain precise information in detail. Consequently the information in this section may not be accurate in all respects.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA DURING THE THIRD QUARTER OF 1961 BY GROUPS OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking against or stepping on objects.....													
Struck by:													
(a) Tools, machinery, cranes, etc.....		1			1	3			1				6
(b) Moving vehicles.....						6		5					13
(c) Other objects.....	3	15		8	5	12		3					50
Caught in, on or between machinery, vehicles, etc.....	10			13	6	5		1	1			1	28
Collisions, derailments, wrecks, etc.....	1	2		1	4	5	1	17					35
Falls and slips:													
(a) On same level.....		1		2	1						1		5
(b) To different levels.....	2	1		3	11	23		2			1		43
Conflagrations, temperature extremes and explosions.....	2				2	5					1		10
Inhalation, absorptions, asphyxiation and industrial diseases.....					5	9							14
Electric current.....				2	5	10	3	1	1		1		23
Over-exertion.....					1			1	1		1		4
Miscellaneous accidents.....													
Total, third quarter 1961.....	18	20		23	45	69	4	30	8		13	1	231*
Total, third quarter 1960.....	26	25	11	57	58	74	12	54	10		35		352

*Of this total 186 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 45 were obtained from other non-official sources.

TABLE H-2—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE THIRD QUARTER OF 1961

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....			1		4	8	1	2	2			18
Logging.....			1	1	1	3				14		20
Fishing and Trapping.....												
Mining and Quarrying.....	2		2			6	5	2	3			23
Manufacturing.....			2	1	4	29			2			45
Construction.....	2		3	5	16	17	2	2	10	12		69
Public Utilities.....					2	2						4
Transportation, Storage and Communications.....	2	1		1	3	14	1		3	5		30
Trade.....	1					4	1		1			8
Finance.....								4				
Service.....						4			3	2		13
Unclassified.....						1						1
Total.....	7	1	9	8	30	88	10	10	24	44		231

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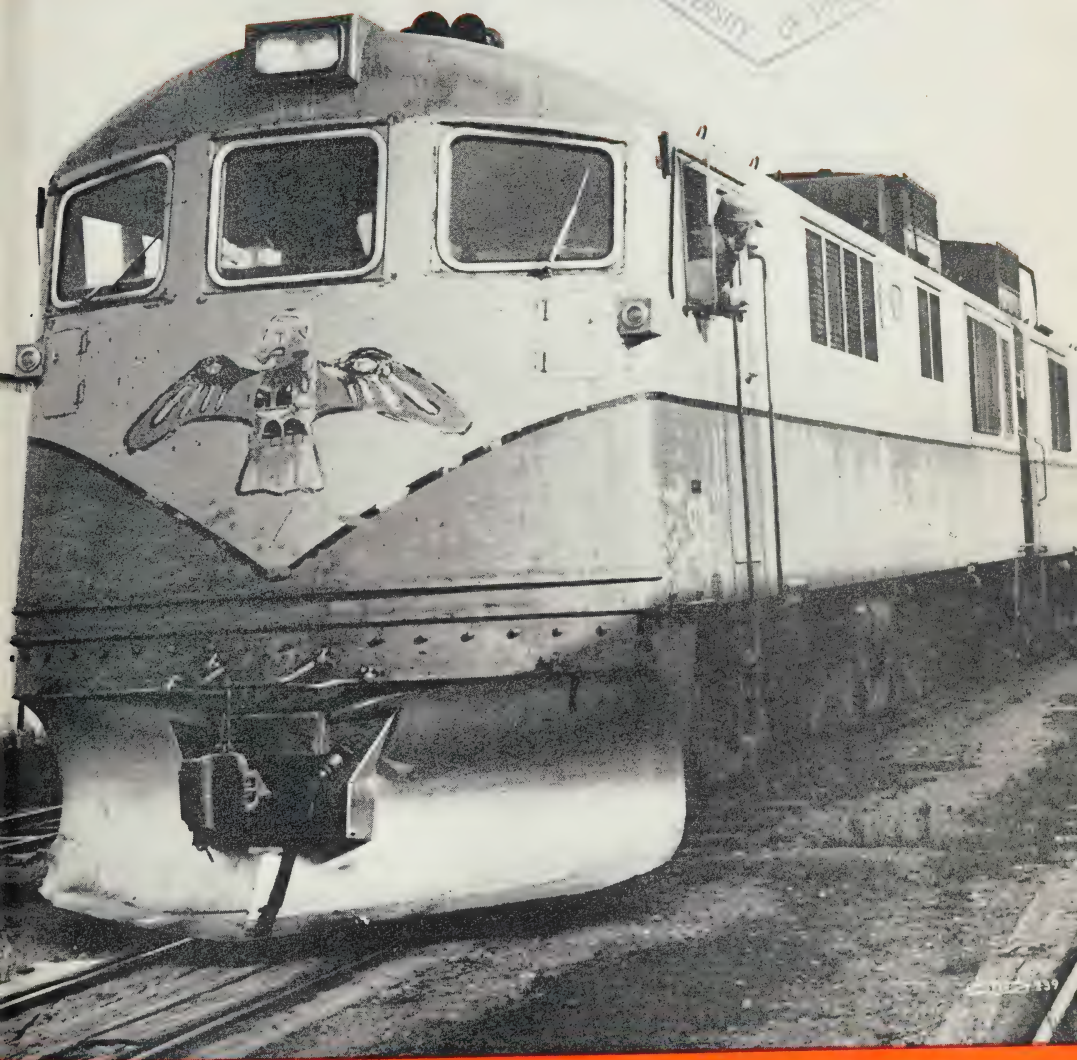


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Division on Older Workers

In accordance with a directive from Hon. Michael Starr, Minister of Labour, to intensify efforts on behalf of older workers, the Division on Older Workers was established by the Department of Labour and placed under the direction of the National Co-ordinator, Civilian Rehabilitation.

It began operations on a full-time basis in 1959. Its functions include co-ordination of departmental activities in the field; development of educational efforts in co-operation with the Information Branch; encouragement of research in co-operation with the Economics and Research Branch and other agencies; liaison with voluntary agencies and provincial government departments interested in problems of aging; holding a watching brief on developments in other countries and liaison with agencies abroad; supplying of secretarial services to the Interdepartmental Committee on Older Workers; and the assembly and dissemination of information.

The Division has assembled the following material, which may be obtained free by writing to the Division on Older Workers, Civilian Rehabilitation, Department of Labour, Ottawa.

Speaking Out About the Older Worker Problem. A series of radio broadcasts. Available in French and English.

Pertinent Facts About the Older Worker. A reference manual, prepared and assembled by the Information Branch, Department of Labour, Ottawa, June 1961.

Discrimination Against Older Workers. A reprint of an article from the *International Labour Review*, Vol. LXXXII, No. 4, April 1961, by the Division on Older Workers. Available in French and English. (Limited supply.)

Don't Judge A Man's Worth By His Date of Birth. An examination of the myth of the older worker—a series of articles prepared by the Information Branch, Department of Labour.

Here's Five Step Program That Could Work For You. By E. J. Hickey, reproduced from *The Financial Post*, June 24, 1961.

How Safe Are Your Older Workers? By V. A. Broadhurst, reproduced from *Industrial Welfare*.

The Care of the Geriatric Citizen. A study by the New Brunswick Association of Registered Nurses.

Why EX at XL? A digest of two case studies of the relation between age and selected characteristics of sales personnel in

two department stores, by Douglas G. Dainton.

Productivity of Older Workers. By Leon Greenberg, March 1961 issue of *The Gerontologist*.

Pension Plans and the Employment of Older Workers. A "2 minutes of employment facts" folder prepared by the Information Branch, Department of Labour.

How Canada's First Proper Purchasing Power Pension Plan Will Operate. James L. Clare, M.A.

Industrial Pension Plans—1959. School of Business Administration of the University of Western Ontario, R. E. Sproule and J. J. Wettlaufer.

Portable Pensions. By J. C. Maynard.

A Summary of Findings of a Study of Canadian Pension Plans—1960.

The Preservation of Pension Rights. Ontario Department of Economics, 1960.

Vesting Provision in Pension Plans. Walter W. Kolodrubetz, U.S. Department of Labor.

Housing for Older People. Humphrey Carver, Central Mortgage and Housing Corporation.

What Does Old Age Mean to You? Miss Hazeldine Bishop, Executive Assistant, Older Persons Section of the Montreal Council of Social Agencies.

Barriers Can Disappear. Ian Campbell, National Co-ordinator, Civilian Rehabilitation, Department of Labour, Ottawa.

Let's Eliminate Age Barriers in Hiring. H. L. Douse, Chief, Division on Older Workers, Civilian Rehabilitation, Department of Labour.

National Employment Service and the Older Worker. C. A. Murchison, Commissioner, Unemployment Insurance Commission, Ottawa.

The Older Woman and the Working World. Miss Marion V. Royce, Director of the Women's Bureau, Department of Labour, Ottawa.

Retirement Practices and Their Implications. A. Andras, Director of Legislation, Canadian Labour Congress, Ottawa.

Do You Support Your Pension Plan Or Does Your Pension Plan Work For You? James L. Clare, M.A., F.S.A., Actuarial Consultant and former Professor of Actuarial Mathematics at the University of Manitoba.

Occupational Medicine and the Older Worker. Dr. D. K. Grant, Director of Medical Services, Hydro-Electric Power Commission of Ontario.

50 Years Ago This Month

Annual convention of British Columbia Federation of Labour (TLC) and TLC's annual brief to federal Cabinet both request repeal of Industrial Disputes Investigation Act. B.C. Federation discusses question of political action

Political action was one of the leading questions discussed at the 1912 convention of the British Columbia Federation of Labour (TLC), a report of which was given in the February 1912 *LABOUR GAZETTE*. The five-day convention was attended by 86 delegates, compared with an attendance of 60 the year before.

The resolution on political action adopted by the convention "after several hours debate" decided that "the question of the endorsement of the doctrines of socialism be submitted to specially summoned meetings of the affiliated unions, returns of the vote to be sent to the Secretary-Treasurer of the Federation for compilation."

Other resolutions approved, among the 80 or more submitted, requested the repeal of the Lemieux Act [The Industrial Disputes Investigation Act, 1907], condemned the employment of Chinese cooks in railway construction camps, approved the supply of free text books in schools, opposed exemption of church property from taxation, favoured women's suffrage, advocated government control of telephones, favoured abolition of money deposits in elections, commended the federal Government's annuity scheme, favoured separate schools for Asiatics, and endorsed the *B.C. Federationists* as the official organ of the Federation. The delegates also supported a 48-hour week for cooks and waiters, and amendment of the Workmen's Compensation Act.

The convention increased the per capita tax to 2 cents from 1 cent per number.

Repeal of the Industrial Disputes Investigation Act was requested also, early in January, in the annual submission to the federal Government by the Trades and Labour Congress of Canada. A deputation from the TLC met in the Prime Minister's office with the Prime Minister, Rt. Hon. R. L. Borden; Hon. T. W. Crothers, Minister of Labour; and Hon. L. P. Pelletier, Postmaster General.

"The deputation comprised the majority of the members of the executive committee and Mr. J. G. O'Donoghue, the Parliamentary Solicitor of the Trades and Labour Congress," the *LABOUR GAZETTE* reported. "The deputation was introduced by Mr. P. M. Draper, the Secretary of the Congress."

Among other matters, the delegation questioned the advisability of continuing public grants to the Grand Trunk Pacific Railway Company in view of the dispute between the company and certain of its employees in Western Canada; and made representations on behalf of the letter carriers, urging superannuation, improvements in uniforms, an increase in provincial allowances, and improved classification.

The deputation dealt also with Asiatic immigration, the eight-hour-day law, the abolition of the Senate, improvement of sanitary conditions in construction camps, and the extension of the fair wage clause to cases in which government funds were granted in aid of the construction of public buildings.

The *LABOUR GAZETTE* reported that in the Speech from the Throne at the opening of the fourth session of the Second Legislature of Saskatchewan, "It was announced that the Government had practically completed arrangements, in conjunction with the three great railway companies operating in the province, for a careful examination into the feasibility and cost of diverting the water of the south branch of the Saskatchewan River for purposes of irrigation."

A strike by 52 pulp mill hands at St. George, N.B., which began on April 26, 1911, was still going on when the *GAZETTE* of February 1912 went to press. The cause of the strike had been the refusal of the employer to grant a demand for an eight-hour day instead of one of thirteen and eleven hours, with an increase in minimum wages.

In another strike, of iron moulders in London, Ont., which began in June as a result of the refusal of three firms to grant the same minimum wage for a nine-hour day as had been paid for one of ten hours, the *GAZETTE* reported that industrial conditions had ceased to be affected. Out of 60 men who were originally involved, only six were still out of employment in January 1912, the rest having "either found work on the terms demanded, or secured other employment."

Firefighters in Ottawa, numbering 70, besides gaining an increase in wages of \$50 a year, were granted one day off in eight instead of one in twelve or fourteen.

Throne Speech Forecasts Increase in Old Age Pensions

Increases in old age pensions, in old age assistance, and in payments to blind or disabled persons were among the changes in social legislation forecast in the Speech from the Throne read at the opening of the fifth session of the 24th Parliament on January 18.

After obtaining the provinces' concurrence for an amendment to the British North America Act, the Government intends to introduce a contributory system of old age pensions and related survivors' and disability benefits in addition to the existing old age pension. The legislation to bring this into effect would "take into account private pension arrangements and the need for legislation concerning portability of pension rights."

Another measure proposed was the appropriation of "monies required in the Unemployment Insurance Fund to safeguard the rights of workers until the report of the special committee inquiring into the unemployment insurance program has been received and can be acted upon."

The Speech gave notice of legislation to require business and labour organizations to submit reports on the extent and nature of their operations "and whether, and to what extent, they may be owned or controlled outside Canada."

In addition to a larger Municipal Winter Works Incentive Program, already announced, Parliament will be asked to approve other measures to stimulate economic activity. Among these will be: the construction of a railway from Matane to Ste. Anne des Monts, Que.; construction of a floodway and other works to conserve and control the waters of the Red and Assiniboine Rivers in Manitoba; an increase in the total amount of financing of exports that can be undertaken by the Exports Credits Insurance Corporation; an amendment to broaden the scope of the Small Business Loans Act; and the institution of an automobile ferry service between North Sydney, N.S., and Argentia, Nfld., and construction of the necessary vessel and docks.

The Prime Minister has invited the provincial Governments "to join with the federal Government in early discussions of the steps that might be taken toward the establishment of long-distance power transmissions to link provinces and eventually the different regions of Canada."

Parliament will be asked to provide for an expanded program of encouragement to scientific research by industry in Canada, an increase in federal grants to universities, and "a measure relating to the Senate" will be introduced.

Acreage payments to farmers affected by the drought in the Prairie Provinces would be asked for from Parliament, and legislation would be proposed to extend the period of application of the Farm Improvement Loans Act and the Fisheries Improvement Loans Act, the Speech stated.

An amendment to the Civilian War Pensions and Allowances Act will be sought to authorize the payment of allowances, under specified conditions, to merchant seamen, fire-fighters, foresters, members of voluntary aid detachments and certain other civilians with war service overseas.

The Government, in recent international meetings, "has reiterated its support for the expansion of world trade on a multilateral non-discriminatory basis and its readiness to play a constructive role in the promotion of world trade," the Speech said.

Dept. Appoints Co-ordinator, Emergency Manpower Planning

George E. Simmons of Ottawa has been appointed Co-ordinator, Emergency Manpower Planning, in the Department of Labour.

In his new post Mr. Simmons, who has had wide executive experience, will be responsible for co-ordinating the activities of all the Department's branches concerned with manpower and industrial relations planning in case of emergency. He will also carry on liaison with government departments and agencies on the manpower aspects of their emergency planning.

Born in St. Albans, England, Mr. Simmons has lived in Canada since 1929. From that time until the outbreak of the Second World War, he served with the Bank of Montreal in Saskatchewan, Manitoba and Ontario.

During the war he served with the Royal Canadian Army Service Corps, both in Canada and overseas, rising to the rank of Lieutenant-Colonel.

With the cessation of hostilities he returned to the Bank of Montreal for a brief period before taking up the appointment of Chief Administrative Officer, Boy Scouts of Canada. He has held this post for the past 15 years.

TUC: 'British Higher Education Doesn't Meet Modern Needs'

The Trades Union Congress has submitted a 5,000-word report to the British Government's Committee on Higher Education in response to a request for its views on certain aspects of the problem. The committee was established by the Government "to review the pattern of full-time higher education in Britain and in the light of the nation's needs and resources to advise the Government on what principles its long-term development should be planned. . ."

The TUC report states that the present provision of higher education is inadequate for modern needs, that it falls short on two counts:

1. It does not match the educational needs of large numbers of young people.

2. It does not meet the economic, social and political needs of the community.

To remedy these deficiencies, says the TUC, a substantial and sustained general expansion of higher educational facilities is required.

Commenting on the first deficiency the TUC pointed out that social and economic factors still limit the number of children of manual workers who seek higher education. If children of manual workers had sought admission to universities in 1955-56 in numbers proportionate to the number of such workers in the adult male population, it would have been necessary to provide places for some 50,000 students instead of the 18,000 who were admitted that year. The Congress based these figures on the findings of an inquiry commissioned by the vice-chancellors and principals of Britain's universities.

The TUC placed special emphasis on the need to provide more educational opportunities for girls. At present about twice as many boys as girls enter full-time courses of higher education.

"There is little justification for continuing to assume that the needs of boys for higher education will remain greater than those of girls," states the TUC. "It might well be in the national interest to attempt to modify any social or educational factors at present limiting the number of girls seeking such opportunities."

Expansion of opportunities for the education of young people was also required in the national interest, stated the Trades Union Congress when referring to the second deficiency. Detailed evidence of this need would doubtless be given to the Committee by various organizations more directly associated with the different fields of professional employment.

Trade union interest and experience in national economic and industrial affairs, and public and social services, had convinced the TUC, "beyond all doubt," of the need to enlarge the opportunities for higher education.

"Only a sustained general expansion of higher education can remedy existing shortages and ensure that future progress in all the different fields of national endeavour is unhampered by a lack of suitably qualified personnel," the TUC report concludes.

In an attempt to cope with the influx of secondary-school students resulting from the birth-rate "bulge" of the postwar period, the Government recently increased its contributions to university building programs to £25 million for each of 1962 and 1963. At the same time the universities were told to go ahead with plans on the basis of £30 million in each of the years 1964 and 1965.

The Government's aim is to provide for a university student population of about 170,000 by the early 1970's, compared with 100,000 during the academic year 1958-59, the Chancellor of the Exchequer has announced.

New Issue of University Annual Devoted to Industrial Relations

Eight articles on industrial relations will be contained in the next issue of *The Commerceman*, annual publication of the School of Business of Queen's University. The magazine is due to come off the press early in March.

The articles have been written by men of note. Titles and authors are: The Several Dimensions of Work, Prof. Frank E. Jones, Professor of Sociology, McMaster University; The Role of Free Labour in a Changing Society, Claude Jodoin, President, Canadian Labour Congress; Industrial Relations in the Decade Ahead, Ronald S. Ritchie, Executive Director, Royal Commission on Government Organization; The Impact of Automation, Dr. W. R. Dymond, Assistant Deputy Minister of Labour, Ottawa; The Impact of Labour Unions, Prof. H. D. Woods, McGill University; The Future of the Canadian Labour Movement, Wilfred List, labour reporter, *Toronto Globe and Mail*; The Need for Greater Co-operation between Labour and Management, Hon. James M. Macdonnell, M.P.; and The Role of the University in Industrial Relations, Dr. W. D. Wood, Director, Industrial Relations Centre, Queen's University.

Copies of the book may be obtained from: The Editor, *The Commerceman*, Queen's University, at \$1 per copy.

CLC Committee to Investigate IWA's Dispute with Carpenters

The Canadian Labour Congress has appointed a special committee to investigate the dispute over Newfoundland loggers between the International Woodworkers of America and the United Brotherhood of Carpenters and Joiners of America.

The IWA has formally charged the Carpenters with raiding its jurisdiction.

Claude Jodoin, CLC President, announced the formation of the committee last month. It will be composed of four CLC general vice presidents: Frank Hall, chairman; George Burt, William Jenoves and William Mahoney.

Formation of this committee is the latest development affecting the union affiliation of Newfoundland loggers, which has been the subject of a series of disputes for about three years.

Early in 1959, the provincial Government passed legislation, the Trade Union (Emergency Provisions) Act, to revoke the certification of two IWA locals in Newfoundland (L.G. 1959, p. 360). This legislation followed the entry of the IWA into the Newfoundland logging industry, and an ensuing strike at the Anglo-Newfoundland Development Co. Ltd., Grand Falls, Nfld.

The CLC protested this action and formally petitioned the Governor-General-in-Council to disallow the legislation. No action was taken in the time permitted for disallowance.

After passage of the Act, an independent union was formed—the Newfoundland Brotherhood of Woods Workers. At its first convention after its establishment the NBWW adopted a resolution authorizing its executive to "seek affiliation" with the Carpenters.

In May 1960, the section of the Newfoundland Labour Relations Act that required the decertification of a union whose officers had been convicted of offences in connection with labour disputes was repealed. The amendment left the IWA free to organize and apply for certification if it could sign up sufficient members.

In July 1961, after the Carpenters had begun a campaign to organize the Newfoundland loggers, the CLC asked both the IWA and the Carpenters to agree to an impartially-conducted vote to determine the wishes of the loggers. Both unions were asked to give a prior commitment to accept the decision of the loggers.

The IWA accepted; the Carpenters refused.

At this point the IWA filed with the Congress a formal protest against the action

being taken by the Carpenters. The formation of the CLC investigating committee is part of the CLC's processing of this protest.

In October the Newfoundland Brotherhood of Woods Workers disbanded after the Carpenters received a majority in the voting conducted in August by the Carpenters.

In September the province's two paper companies recognized the Carpenters as bargaining agent.

Before the entry of the IWA and the formation of the NBWW, the loggers of Newfoundland were organized into four unions: The Newfoundland Lumbermen's Association, Newfoundland Labourers Union, Fishermen's Protective Union, and Workers Central Protective Union.

European Economic Community Moves to Enforce Equal Pay

The European Economic Community Council, meeting in Brussels in December, adopted a resolution that requires all member states to abolish, by either legislation or regulation or compulsory collective bargaining, all discrimination against women in setting their wages, so that the principle of equality in remuneration could be protected by courts.

Wage equality is to be reached by three stages: Wage differentials in excess of 15 per cent are to be reduced to 15 per cent prior to June 30, 1962; to 10 per cent prior to June 30, 1963; and completely abolished prior to December 31, 1964.

EEC members will also refuse to treat as compulsory all collective agreements that would not ensure observance of this schedule, and seek to eliminate the following:

- Application of obligatory minimum wages to men only, or at different levels for men and women.

- Setting of different levels of minimum wages for men and women in collective bargaining or salary agreements and schedules.

- Piece-work schedules with different remuneration bases for men and women.

- Separate categories or classification criteria for men and women where salaries are subject to a system of occupational classification.

- Maintenance in collective agreements of differences in remuneration based on sex.

Systemic downgrading of women workers, different qualification standards for men and women, and evaluation of functions unrelated to performance in classifying workers are also recognized as incompatible with the principle of equality.

More Notes of Current Interest on page 242

The Tritschler Report

Report of Mr. Justice G. E. Tritschler, appointed a Commission under Manitoba Evidence Act to inquire into 1960 strike at Brandon Packers, has been released. Publication was withheld lest it prove prejudicial to trial of firm's owners.

The report of Mr. Justice G. E. Tritzschler, who on June 29, 1960 was named a Commission under the Manitoba Evidence Act to inquire into the strike earlier that year at the plant of Brandon Packers Limited, Brandon, Man., was released in November.

The Commission presented the report in February 1961 but publication was withheld lest its contents prove prejudicial to the trial of the two owners of the company, who, as a result of evidence brought to light during the inquiry, had been charged with conspiracy, theft and fraud. They were convicted in November and the report released immediately afterwards.

The Commission was directed by its terms of reference to assess the effect on the public interest of the strike by Local 255 of the United Packinghouse Workers of America and to make recommendations on methods by which peaceful industrial relations in Manitoba might be enhanced.

The report contains the findings of a full inquiry into the negotiations between the parties and the actions taken by both in connection with the strike.

Background of the Strike

The Commission traced the history of the relations between the union and the company back to their beginning.

Brandon Packers Limited, a Manitoba company incorporated in 1936, began as a custom slaughter-house with seven employees. It grew into a packinghouse, meat processing and canning enterprise producing a wide variety of goods; by 1959 it was employing about 200 persons.

The company purchased livestock directly from producers, from the Brandon Co-op stockyards, and from stockyards in St. Boniface and in Saskatchewan. About 90 per cent of its production was shipped to Winnipeg, Ontario and Quebec. At all levels it was in direct and constant competition with the "Big Three" (Canada Packers, Swift Canadian, and Burns & Co., Limited).

Local 255, UPW, was organized in 1944 and certified in that year as bargaining agent for the production and maintenance employees of Brandon Packers. The international union has nine districts, of which Canada is District 8. The District is divided into an eastern and western section, the

dividing line being the Manitoba-Ontario border, and has a Director, who has an assistant in the western section. Each province in the District has a provincial representative.

The first contract, made on December 21, 1944, set the pattern of wages that prevailed for the next 12 years—the base rate for males paid by the Big Three at Winnipeg less approximately $4\frac{1}{2}$ cents per hour. Employees were graded according to experience, qualification and type of work, and each grade was worth some cents per hour (3 cents at the time of the last contract before the strike).

In the 12-year period there was only one work stoppage, a short sympathy strike at the time of the Big Three strike in 1947.

While the business grew, the plant and equipment became obsolete. Only part of the depreciation reserves were put back into fixed assets. At the same time competitors were modernizing and cutting production costs.

In 1954, the first owner of the company, J. C. Donaldson of Brandon, who at the time of incorporation owned nearly all the capital stock, began trying to sell the business. In 1956 it was sold to Hugh Paton and Douglas Hubert Cox, both of Toronto, but Donaldson, who in the beginning had been president and general manager, continued as general manager.

The new owners acquired the business by promoting a new \$400,000 bond issue in months while they held an option, and using the money so raised to pay for the shares they had bought, with the result that they acquired the business without using their own money or credit, but the plant expansion that was the declared purpose of the bond issue did not take place.

In August 1956, a two-year contract between the company and Local 255 provided for the same increases in cents per hour as the Big Three Winnipeg contract entered into in the preceding April. The $4\frac{1}{2}$ -cent differential was retained. The years 1956 and 1957 were lean years, a continuation of what the Commission termed a "skid towards bankruptcy." Before the contract expired in 1958, Donaldson asked the negotiating committee to wait a while, as he would soon be replaced by a new manager.

Arthur Lloyd Wudel was appointed general manager in August 1958. He asked for and the union granted a one-year suspension of negotiations to give him an opportunity to get the company back on its feet. He was greatly aided in his efforts by the increase in the floor price of hogs under the federal Agricultural Stabilization Act and by the purchases by the federal Government of surplus pork in the period October 1958 to January 1960. By the end of 1958 the business was on the road to recovery. It was at this point, during the years 1959 and 1960, that the owners, by charging to the company fictitious "management fees," extracted \$123,750, and by other manipulations further amounts which brought the total sums diverted to \$214,110.

In the spring of 1959, Local 255 asked the management to resume negotiations for a new agreement, negotiations having been suspended for one year at the request of the new manager. The wage differential between Brandon Packers and the Big Three at Winnipeg was now 18½ cents. The company's position was that it could not afford to pay higher wages and remain in business. It was willing to consider certain fringe benefits and discuss a contributory pension plan.

A conciliation officer was unable to bring about agreement and on August 28, 1959, the Minister of Labour established a conciliation board. The board having failed to achieve a settlement, the majority recommended an across-the-board increase of 2 cents an hour, a half-cent increase in labour grade classifications, and certain additional fringe benefits.

On February 4, 1960, the company agreed to implement the majority report. On February 16, Local 255 rejected the majority report by a strike vote. A final meeting was held between the company and union representatives on the afternoon of February 24.

The Commissioner found that evidence supported the company's assertion that at this meeting it offered not only to implement the majority report but also to grant any wage increases which might be agreed to by the Big Three on April 1, 1960 and April 1, 1961. The union denied that this offer was made.

At a meeting of Local 255 on February 24, the union did not report such an offer to the membership. On February 25 the company, having learned that its additional offer had not been communicated to its employees, wrote all the members of Local 255 putting the offer in formal terms.

On February 28, the final pre-strike meeting of the Local was held. The Commission found that "those present at the meeting were deliberately misled and confused about this letter by union officials determined to implement the strike action." When the final decision was taken to go out on strike the following morning the members voting thought they were rejecting an offer by the company to implement only the majority report. The decision was taken by standing vote after inflammatory speeches. The strike began on February 29.

The picketing by the union of the struck plant involved taunts, threats, egg throwing, rock throwing, nail strewing, obstruction of traffic and assaults. The President of the Local was convicted of assaulting a man whom he mistook for a strike breaker and was sentenced to nine months imprisonment. Another union member was convicted of assault and another of obstructing a truck. The union paid costs of defence and fines. The union and other labour organization engaged in a Canada-wide campaign to boycott the company.

The company continued to operate the plant, hiring replacements to whom it promised continuing employment. On February 29, the day the strike began, the company wrote each employee stating that since he did not turn up for work, his employment was terminated. A further letter from the company on the same day advised each employee that automatic termination of life, sickness and accident insurance had resulted from the termination of his employment.*

Mr. Justice Tritschler was appointed as a commission of inquiry on June 29, 1960. Following correspondence with solicitors for the company and the union and stalling by both sides, the Commission set August 29, 1960 for the opening of its hearings. A few hours before that time the strike was settled. The Commission reached the conclusion that the reasons for the settlement were that the owners were "panicked into a settlement in an attempt to prevent the disclosures which the opening of the Commission would make certain" and the international union seized the opportunity for settlement because the strike had failed. The settlement granted an increase of 12 cents an hour effective on the date of return to work and with no retroactive feature; an additional 6 cents per hour effective

*Later the company applied to the Manitoba Labour Board for an order decertifying Local 255 as the bargaining agent. The Board's order directing a vote was contested by both the company and the union. See *Re Brandon Packers Limited* (1960) at page 57 of the January 1961 LABOUR GAZETTE.

August 1, 1961, and whatever increase is granted by the Big Three on April 1, 1962.

The company and the union then sought to have the inquiry stopped. When the Government was not prepared to consider the matter settled, both parties engaged in various tactics to obstruct the work of the Commission, failing to provide information, failing to appear at hearings, and the like. The Commission found it necessary to use its full powers under the Manitoba Evidence Act to compel the filing of documents and the attendance of witnesses. The day after the last public hearing the Commission referred the whole of the proceedings to the Attorney General and the prosecution of Paton and Cox followed.

Effect of Strike on Public Interest

The commission emphasized the importance of the company's operations in Brandon and in the economy of Manitoba. It is the only packinghouse and one of the largest manufacturing concerns outside of the Greater Winnipeg area and thus contributes to the decentralization of industry through rural Manitoba essential to a well-balanced provincial economy.

The withdrawal of capital funds by the owners in the period prior to the strike left "a gravely wounded industry." It would be idle to speculate, the report states, what might have been the wage-paying potential of the company if the money improperly withdrawn had been put into the plant. The Commission believed, however, that the evidence contradicted the union's claim that Brandon wage scales should be within 4½ cents of the Big Three's Winnipeg rates. This differential, which was established when the base rate was 50 cents, should have increased as the base rate trebled. The cost to the company of transporting 90 per cent of its production 130 miles between Brandon and Winnipeg, the point at which it must sell competitively with the Big Three, and the fact that the Brandon plant is a one-division operation that is not comparable with fully integrated packinghouses with a number of divisions, were important factors.

The strike, which the Commission thought was unjustified, was a costly affair. It cost the striking employees about \$200,000 in lost wages. The international union spent about \$47,000 and sympathizers donated \$28,000, which was also spent. The company's last pre-strike offer was at least as good as the final settlement, which came at the point when the strike had failed and only because the company hoped to forestall the inquiry.

A term of the final settlement provided that the parties agreed to request an independent economist from the staff of the University of Manitoba to make an investigation into the factors that may or may not justify a wage differential in the meat packing industry between plants situated at Brandon and at Winnipeg. This sort of inquiry, in the Commission's view, might well have preceded strike action. "To increase the pressure is not a good way to find out whether the patient can stand a higher pressure—unless the patient is expendable, which the company is not, at least to the members of Local 255 and the people of Manitoba."

Findings of the Commission

In sections of the report dealing with the misbehaviour of the company and its owners, and the misbehaviour of the union, the Commission took strong exception to the attitudes and activities of both parties.

The company put money raised for plant development to improper and unproductive use. Before the conciliation board, the company pleaded inability to pay. In putting forward arguments in support of its position, it withheld essential information and deliberately misled the board. It tried to mislead the Commission in the same way.

The Commission was critical of the union on a number of points. The Local did not, in the opinion of the Commission, obtain the kind of service it had a right to expect from the international. The union was completely ignorant of company affairs and neither the union nor the union nominee on the conciliation board challenged the company's statement about its financial position. There were indications of indifference on the part of the union at higher than the local level to the survival of a small independent enterprise.

Further, the professional staff of the union completely misjudged the chances of success of the strike. They did not assess management's ability to carry on or the availability of an alternative supply of labour or the reaction of public opinion.

When being questioned before the conciliation board the union did not fully disclose wage rate information for plants organized by the UPW in other parts of Canada, and, in its efforts to implement the policy that a worker should receive the same wage for a job no matter where he performs it in Canada, had deliberately misled the board as to the existence of differential rates between small and large companies and between different industrial

areas. During the strike, it deliberately misled the public about wage rates and other matters.

The Commission found union officials at fault in precipitating strike action by withholding from the membership the company's last offer.

The conduct of the strike itself was marked by acts of violence and discreditable behaviour, and the misconduct was condoned and approved by union officials.

The Commission also inquired into the Canada-wide campaign engaged in by the union and other labour organizations to boycott the company. It made a distinction between appeals for sympathetic boycott action based on truthful statements and boycott action forced on neutrals by picketing or threats of picketing and by threat of strike action which, if taken, would be contrary to law and in breach of provisions of existing collective agreements. As an example of the latter type of boycott, the Commission cited the refusal of members of other locals of the union to handle products diverted from Brandon Packers to Canada Packers plants because of the strike. As a typical example of unreasonable pressure upon a neutral company, it cited the effort of several unions to have Safeway Stores cease handling Brandon Packers goods, and when the company refused, the picketing of Safeway Stores.

Finally, the Commission was strongly critical of the union's attitude to the Commission, in that it joined with the company in trying to suppress the inquiry.

Recommendations as to Changes in Legislation

It is a significant feature of the Report that the Commission does not look to changes in the law to correct all the abuses the inquiry uncovered. It finds the climate of labour-management relations poor: "Neither is inclined to see much good in the other or to recognize the evils in its own camp." It noted that no management submission disclosed an awareness that management had shown itself in an unfavourable light at the inquiry. It expressed particular concern at the hostility of labour leaders to organized society outside the labour movement and at the "vicious image of government, the police and the courts as the enemies of the worker" that is created. The Commission's analysis of the attitude of government departments and the behaviour of the police in all phases of the strike did not bear out this image.

One of the recommendations was a strong appeal for better public education on industrial relations.

Nearly everyone is an employer or an employee and ought to have some understanding of the problems of industrial relations, but the Commission found evidence of ignorance, misinformation, misunderstanding and apathy.

Industrial relations should be taught at the high school level, perhaps in the new non-matriculation general courses to reach people going into trades. At the university level, intensification and broadening of the course was recommended. Extension courses on a popular level should be available for those already working. Encouragement should be given to the establishment of labour-management institutes and seminars.

To achieve these aims, it was suggested that the Department of Labour might enlist the assistance of an industrial relations advisory committee to plan and co-ordinate the teaching of the subject.

Methods should also be sought to stimulate general reading on labour-management matters and the reading material on labour relations in many libraries in the province should be brought up to date.

The main recommendations for changes in the law are set out below.

Corporate Status for Employer and Employee Associations—The Commission recommended that all employer's organizations or federations of such and all trade unions, whether international, national, provincial, local or federations of such, be made legal entities, at least for the purpose of prosecuting or being prosecuted for breach of any law and for the purpose of suing or being sued for any cause of action, and "it would be best that they should have corporate status for all purposes."

Making unions legal entities was a step that would have to be taken if there was to be any improvement in the climate of industrial relations. This method must be tried before experimenting with many of the methods suggested by employer organizations, which the Commission thought were more likely to cause a breakdown of the collective bargaining system. In the Commission's view,

This change in the law, which labour always resists, will prove a boon to the labour movement. It will conduce to more responsible behaviour and with that will come an immediate increase of public esteem and support and of management respect. The need for responsible behaviour will cause a gradual weeding out of irresponsible leadership whose retention would jeopardize the financial positions of unions.

Justice was sometimes denied or impeded because trade unions have no legal status. Members wrongfully expelled from unions cannot get the union before the courts, and

evidence submitted to the Commission showed that breaches of collective bargaining agreements are committed or threatened with "cynical indifference" because the union cannot be sued for breach of contract.

In the Commission's view, unions are entities in fact and should be endowed with entity in law.

Some believed that giving unions legal status would be of little value because unions often have small assets and it is often difficult to prove damages resulting from breaches of agreements.

These difficulties could be partly overcome by amendments to the Labour Relations Act. One should provide that a breach of a collective bargaining agreement by one party shall be actionable at the suit of the other party without proof of special damage. Another should state "that a trade union which defaults in obeying the judgment of any court shall not be competent to be certified or to remain certified as a bargaining agent." The Act should further provide that if a disqualified union is a member of a larger body, no other local of the larger organization may be certified as bargaining agent of the unit formerly represented by the disqualified union.

Discharge of Strikers—The day the strike commenced, the company notified each striking employee that, because he had ignored an earlier warning to report for work on that day, his services were terminated with a resulting loss of rights to life, sickness and accident insurance.

In the opinion of the Commission, this action was unnecessary, useless and provocative. Arguments for the legality of the dismissal on the ground of non-attendance at work the Commission characterized as "sterile." It was an empty gesture, for if a strike succeeds and the company gives in to the union terms, there must be reinstatement.

Further, the dismissal contravened Section 2(2) of the Manitoba Labour Relations Act which provides: "No person shall cease to be an employee within the meaning of this Act by reason only of his ceasing to work as the result of a lockout or strike or by reason only of dismissal contrary to the Act." In the Commission's view, the section requires amendment but the spirit of it should not be destroyed. The principle that a man legally on strike has not given up his job, and that the employer hires a replacement at his peril, is recognized in the statutes of the majority of the provinces and in the federal laws of Canada and the United States. On the other hand, the

present Manitoba provision preserving employee status indefinitely was unreasonable.

It is ridiculous that years after a strike has failed and the employer has been carrying on his business unhampered by the forgotten strike the present employees should be impeded in selecting a bargaining agent by consideration of the position of the former employees who have long since given up the battle.

The Manitoba Branch of the Canadian Manufacturers' Association proposed that certification should be suspended upon strike action being taken and that certification should be automatically revoked when the employer entered into an agreement with another union or bargaining agent. The CMA also suggested that an employer be permitted to discharge a striking employee who refused to report for work upon request. In its view, the Act should specify that where strike action has been taken after there has been compliance with the necessary requirements, "employers should be relieved of the obligations with respect to bargaining and be at liberty to alter the terms and conditions of employment."

If these proposals were adopted, the Commission said, the employer would be able to convert strike action into the end of the union and the strike itself. They were an "unconscious indication of anti-union mentality," an attempt to emasculate the strike weapon. Under the present system of collective bargaining, the strike or lockout is the fundamental means of conflict. To remove the strike weapon or to weaken it so that it became ineffective would only hasten the introduction of compulsory arbitration, which is anathema to both labour and management.

Mr. Justice Tritschler did not think that the voting rights of strikers should be preserved indefinitely, nor did he believe in the instant terminations of voting status of strikers. He also objected to the suggestion that the right to vote be preserved for a fixed period, on the ground that a fully effective strike might be broken by mere passage of time. He thought, however, that the concept of maintaining employee status for a fixed period might be combined with the proposal to leave the whole question of certification and decertification to the Manitoba Labour Board. After the fixed period, the Board would have the sole right to decide whether a certification should be revoked and a new bargaining agent certified. The Board should be given the power to take votes of either strikers or replacements or both whenever and in what manner it decides. It should be guided by the result of such votes only to the extent that it considers necessary. "The counting

of heads of strikers or replacements settles nothing. The crucial questions must be whether the strike is effective or whether a *bona fide* replacement staff is so reasonably assured of continued employment that its request for a bargaining agent should be considered."

Union Security—Although union security was not an issue in the dispute, employers' organizations appearing before the Commission submitted that working people needed protection from compulsory unionism or compulsory check-off. The Commission's conclusion was that until a movement for voluntary unionism begins to express itself otherwise than through employer organizations, it ought not to be taken too seriously.

On the other hand, the Commission considered that union security contributes to harmonious relations.

When all belong or contribute, there is no resentment against those who get the benefit of the services of the bargaining agent but do not share the cost. Where new employees are required to join the union (or at least contribute) the tensions and unrest of continuous campaigns for membership are avoided. Management is not under the temptation to discourage joining or to encourage defections from unions. Raiding and competition for the uncommitted by rival unions is less likely to occur. If the union in a plant is insecure, the collective bargaining position of the employees will be weaker.

An individual may not prefer the bargaining agent who is the choice of the majority, but as only one bargaining agent is possible, there is no alternative to representation by the selection of the majority. All use the services, all benefit, all should contribute to payment. The suggestion that the necessary and chosen bargaining agent should be paid by voluntary donations by members of the collective bargaining unit, in the Commission's view, is not to be taken seriously. "Such a system would gravely weaken if not destroy the collective bargaining process."

As to union shop agreements permitted by Section 6(2) of the Act, and approved by management, the Commission did not recommend any change in the present law.

Accepting the necessity of union security, the Commission would attempt to deal with possible abuses within a union, particularly financial mismanagement and improper expulsion or denial of admission to membership.

To guard against financial mismanagement, the Act should be amended to require annual financial statements to be filed by unions with the Minister of Labour and to

provide that any member shall be entitled, on application to the secretary or treasurer of the union, to a copy of such statements free of charge.

That expulsion or denial of membership can in truth interfere with the "right to work" was illustrated in Manitoba by the *Tunney* case (L.G. 1957, p. 1214). Tunney, a milk driver, could only have appealed his expulsion from the local union by going to the meeting of the Teamsters General Executive Board at its Miami convention. Under the union constitution, until he had exhausted this remedy, he was debarred from seeking a remedy in court. The same type of provision appears in the UPW Constitution. "Any member who resorts to any agency or court outside the International Union before exhausting all avenues of appeal within the organization shall be automatically expelled from membership in the union." This sort of requirement is general in union constitutions.

The Act should be amended to provide that no labour union shall limit the right of a member to institute action against the union or its officers in any court or institute proceedings before any administrative body. Alternatively, the member might be required to first exhaust reasonable hearing procedures within the organization but not outside of Canada and not to exceed a three-month lapse of time. Any provision of a union constitution or by-law inconsistent with this provision should be without force or effect. The existence of the right of access to the courts would tend to ensure more expeditious and better conducted proceedings. Further, "if the union shop is to continue, a workman denied admission to membership in a union should have an immediate right of appeal to the courts."

Picketing—The Commission pointed out that the Criminal Code forbids picketing which is other than informative. The picketing carried on during the Brandon Packers strike was not purely informative and picketing frequently is not. Picket lines usually impede, delay or interfere with entry or access of places of business where persons have a legal right to go. Police and security guards not properly instructed tolerate these interferences with public rights. The Commission therefore recommended that steps should be taken to see that all law enforcement officers have a correct appreciation of the law.

Informative picketing should not interfere with the rights of strangers to a dispute, and it should not be used for organizational purposes. The present Section 6, which prohibits intimidation or coercion to compel

an employee to join a union, may make organizational picketing illegal, but, in the Commission's view, it should be spelled out that the decision to choose a bargaining agent should be left to the free choice of employees without pressure on an employer to make him coerce his employees into joining a particular or any union.

Interference with neutrals, which the Commission considered unfair, would be avoided if picketing were restricted (as to place) to the struck employer's place of business; (as to time) to the period of a legal strike or lockout; (as to participants) to the members of the union on strike or anyone formally authorized by that union. Picketers should be required to carry written authorization from the striking union, and no one should be allowed to picket without such authority. If they are to be legally responsible for the illegal acts of picketers, unions should be protected against danger of liability for the illegal acts of unauthorized persons.

It should further be made clear that refusal to cross picket lines is not permitted to employees bound by a collective agreement. This could be done through enlargement of the definition of "strike."

The right of strikers to appeal for public support by publicity other than picketing should be preserved. The Act should permit appeals for support by boycott of the employer with whom the union has a primary dispute.

Secret Strike Voting—The constitution of Local 255 provided that no strike could be called without approval by a majority of the votes in a secret ballot. The evidence showed that this requirement was ignored. The actual strike vote was not secret. Blank pieces of paper were supplied on which was written "yes" or "no", the papers being collected in a passed hat. There was no attempt at secrecy. Moreover, it was not this strike vote which sent the employees out on strike but a decision taken some days later on the evening before the strike. At this meeting there was an open vote following emotional speech making. The company's last offer was not put to employees.

The Commission recommended that there should be a secret strike vote taken by and under the supervision of the Department of Labour. The issues and the latest offer should be communicated by the supervising authority. Also, both sides were entitled to know the full result of the voting. The Commission did not agree with a suggestion made by unionists that management should be told only whether the result was for or against strike action and not be told how many were for and against.

The Commission also recommended that provision be made for taking a secret supervised vote during the actual course of a strike if the Minister of Labour thought such a course might be beneficial. Such interference would rarely occur but the procedure should be available if special circumstances indicated the advisability of taking the opinion of the strikers on any question.

Right of Employer to Communicate with Employees—During the dispute at Brandon Packers, the company kept the employees informed on the progress of negotiations. Union officials resented this and deliberately suppressed a company offer. The Commission believed that the right of an employer to communicate with his employees should be spelled out in the legislation. This would correct presently current ideas that there was something underhand about the practice and would prevent union officials representing an employer's communication as an unfair labour practice.

Manitoba Labour Board—One of the employee members of the Board took an active part in the dispute. He should not have sat on the Board when the application for the decertification of Local 255 was dealt with by the Board. He should have been replaced by an alternate member, or, if none was available, an employer's member could have retired with him.

Conciliation Procedure—The Commission found that both sides deceived or withheld information from the conciliation board. It recommended that the Department of Labour intensify its efforts to inform parties to disputes and conciliation board members of the real purpose of conciliation.

Further, it should be made a punishable offence wilfully to misinform a conciliation officer or a conciliation board. When a plea of inability to pay is raised, a conciliation board should have power to issue a "show the books" order and to put in its own accountants and investigators.

If these recommendations were adopted, it would be necessary to revise or repeal Section 37 of the Act, which provides that neither a conciliation board report nor testimony or proceedings before a conciliation board are receivable in evidence in court.

Enforcement Procedure—The Commission reached the conclusion that private prosecution, as the sole method of enforcement of the provisions of the Labour Relations Act, should cease. There should be a public prosecutor, an official to supervise the Act, with the duty and power to initiate proceedings where offences are committed.

The reasons advanced for this recommendation were that a law enacted by the Legislature for the public good should be enforced by public prosecutors. The law would be regarded with greater respect if an offence were regarded as an offence against the state rather than as an incident in a private dispute. In any case, the person aggrieved ought not to be put to the trouble and expense of conducting a prosecution for the breach of a public statute. Private prosecution involves the further difficulty that one party may find himself in the position of having either to prosecute

for an offence after his dispute with the other party has been settled, or stopping proceedings even though there has been a clear violation of the law.

Conclusion—The Commission closed its report with a counsel of caution: "It is necessary to be alert to the danger that legislation induced by the stresses of an unpleasant strike may, while seeking industrial peace, cripple good unions and damage the collective bargaining process." It went on to say that this counsel of caution should not lead to inaction.

Canada and the Colombo Plan

In 1962 Canada will again contribute \$50 million to Colombo Plan, bringing total Canadian contributions since Plan's inception in 1960 to \$382 million

Canada will maintain its contribution to the Colombo Plan at \$50 million for the coming year, Hon. David J. Walker, Minister of Public Works, announced at the annual meeting of Colombo Plan countries in Kuala Lumpur, Malaya.

By approving this contribution for another year, the Government followed up its 1958 decision to make this sum available annually for three years, subject to Parliament's approval. Canada thus continues to participate in the plan designed in 1950 as a co-operative venture in self-help and planned economic development for a group of Asian countries.

Total Canadian contribution to the Colombo Plan, including the sum approved for 1961-62, has been \$382 million. It was allocated as follows: 48 per cent for construction projects (chiefly power stations and transmission lines, industrial and agricultural equipment); 45 per cent for commodities (food, metal, woodpulp, fertilizers); 3.4 per cent for technical assistance; and 3.6 per cent for aerial and other surveys, and for equipment for schools.

In addition to its Colombo Plan contributions, Canada has so far made available to member countries loans and grants totaling \$70 million for the purchase of wheat and flour.

One of the Plan's charter members, Canada belongs among the six "donor" countries outside the area. Technical assistance, grants of foodstuffs and commodities, and capital aid are its contributions to the less-developed member countries in South and Southeast Asia.

The countries in the Colombo Plan area continue to require an ever larger number

of scientists, technicians, engineers and persons with managerial and administrative skills and aptitudes, to assist them in developing their natural resources, modernizing and mechanizing their agriculture and industry, transportation and commerce, and training an effective government, business, and professional community.

To help meet these needs, Canada's Colombo Plan Technical Assistance Program has continued to expand. Up to March 1961, Canada had sent out 255 experts under the Technical Assistance Program. Of these, 34 are at present carrying out assignments in eight member countries in such fields as education, hydro-electric plant operation, aircraft maintenance, and accounting. In addition, more than 200 Canadian engineering and technical personnel have worked on contracts in association with capital aid projects in a number of member countries.

In the same period, 1,564 fellows and scholars from 16 member countries had received training in Canada under the technical co-operation scheme. Their studies had covered various aspects of economic and social development, including agriculture, engineering, railways, road and bridge construction, health services, education, public administration, and others. Because French-language institutions are available in Canada, it is possible to offer fellowships and scholarships on an expanded scale to Cambodia, Laos, and Vietnam.

This compares with the over-all figures on training of experts under the Colombo Plan: 26,373 trainees from these countries have been trained in other countries in a

hundred skills, from engineering and printing to nursing and social services; 5,755 experts have been sent out (or from one of the Southeast Asian nations to another) to give advice, set up schools, establish co-operatives, reorganize transport, and assist in dozens of similar activities.

Between 1950 and 1961, more than 1,850 training places have been provided by the countries in the region. During these years, the training capacity of the region has greatly increased, particularly at the higher, professional levels. The Colombo Plan report discussed at the annual meeting, however, notes that training at the technician level has not been as concentrated as it was envisaged in 1950. The shortage of fully trained technicians is still acutely felt and the range of skills in which they are needed is very wide.

Although the Technical Assistance Program requires years before its full benefit can be felt, the results of the capital aid program show quickly in the Colombo Plan countries. New power and irrigation dams, trawlers and fish processing plants, a nuclear reactor, training schools, cobalt bombs, diesel engines, workshops for farm machinery, telecommunications systems and a cement plant belong among the Canadian contributions.

Typical examples of projects financed by Canada are: detailed aerial mapping in Ceylon, needed for a survey of its resources; gift of textbooks to medical schools in the area; equipment to help Calcutta get a pure milk supply; equipment for technical schools in various countries; cobalt beam therapy unit for Burma; pest control laboratory for India; mobile veterinary service and clinic

for Cambodia; aircraft and ground equipment for locust control in India; equipment for trucks and bus maintenance in Bombay; and books for a school of public administration in Indonesia.

In specifying the allocation of Canadian contributions, Canada has emphasized projects with longer-range potentials for raising the standards of living of the people.

A substantial part of the capital assistance extended by Canada in 1959-60 was taken in the form of industrial and agricultural commodities.

The aid in the form of foodstuffs has proved to be of direct benefit in times of emergencies, such as droughts and floods, as it helped the affected countries to avoid using up resources urgently needed for basic economic development, to alleviate pressure on scarce foreign exchange resources, and to moderate the inflationary impact of growing domestic consumer demand generated by increasing expenditures and rising incomes.

Other commodities, such as base metals, railway ties, and fertilizers, have in part served the same purposes and, in addition, have helped to maintain employment in the developing countries, to keep their newly established capital facilities in production.

Designing and building of capital projects such as hydro-electric plants and installations represents a significant immediate addition to the basic capital facilities now available in South and Southeast Asia. These projects will stimulate further economic development and provide a basis on which domestic and foreign private investment may be attracted.

Canadian Maritime Union Affiliates with CLC

The Canadian Labour Congress last month accepted the affiliation of the recently organized Canadian Maritime Union. Announcing the action by the CLC Executive Council, President Claude Jodoin said:

"We are very pleased to have the Canadian Maritime Union as an affiliate of our Congress. We believe that this organization offers seamen the expectation of democratic trade union representation."

Third Annual Convention of the Religion-Labour Council of Canada

Delegates agree that industrial relations in Canada must be improved before we can hope to make our way of life attractive to world's newly emerging countries

Industrial relations in Canada must be improved before we can hope to make our way of life attractive to people in the countries of the world that are newly entering upon industrialization and independence. It was generally agreed by delegates to the 3rd annual convention of the Religion-Labour Council of Canada, held in Ottawa on January 16.

The Council was organized in 1960 with the object of bringing together representatives of the churches and the labour movement, and promoting the development of personal relationships and understandings.

Victor Reuther, Director of International Affairs, United Automobile Workers, was the convention dinner speaker.

About 100 delegates attended the meeting, of whom about 60 represented labour organizations and 40 represented religious bodies.

At the morning session, which was under the chairmanship of Stanley Knowles, Executive Vice-President, Canadian Labour Congress, a panel discussion on the subject, "Canadian Industrial Relations and Religion—for Export?" was led by Charles H. Millard, at one time Canadian Director of the United Steelworkers in Canada, who recently retired as Director of Organization of the International Confederation of Free Trade Unions. Other members of the panel were Miss Mary Kehoe, Institute of Social Action, Ottawa; Rabbi Solomon Frank, Montreal; and Andrew Brewin, a lawyer and prominent Anglican layman of Toronto.

After the panel discussion, the conference was divided into 12 small discussion groups. Later, spokesmen from a number of the groups gave reports of their groups' discussions.

C. H. Millard

As material for the panel discussion, Mr. Millard delivered a paper citing an example of present-day industrial relations in one of the newly independent states of Africa, which, he said, he had chosen "because it is typical in too many of the lesser developed states, and contains both good and bad elements of great importance to all of us at home and abroad."

In the case cited, the employees were represented by two unions, one an African union for the mineworkers and the other a union representing the predominantly

white supervisory workers. When the African union went on strike for a dues checkoff, higher wages, and equal pay for equal work, the staff union, whose white members were being paid about 10 times as much as the Africans even when the work being done was similar, announced its adherence to its traditional position of maintaining "the rate for the job."

This expression Mr. Millard described as "a fancy way of saying 'We want to keep the Africans out of the job.'" In reality, it was a way of maintaining the privileged position of the white employees.

Then he went on to ask whether we in Canada, either from the union or from the religious point of view, were setting a proper example for these undeveloped countries; whether the impression of trade union and religious life in Canada that was being given to these countries was such as to make it attractive to them.

Mr. Millard asked the panel to consider, among other things, whether from the moral standpoint union action could be confined to the function of collective bargaining, and whether industrial relations in Canada were likely to be helpful or harmful as an example for industrial and democratic development abroad.

Panellists

Rabbi Solomon Frank emphasized the importance of certain values, having belief in God as their source, that must be lived up to, taken into our lives and translated into values of living. Regarding these eternal principles, such as the equality of man and the belief that blacks as well as whites were made in the image of God, there could be no compromise. Loyalty to these values, he insisted, lies at the basis of human relations.

Before we can improve our reputation abroad we must improve our behaviour at home; we cannot separate labour and religion, he said.

Mr. Brewin urged that the emphasis should be on those principles in which we all profess to believe, and on translating them into action, rather than on leadership and on the utterance of noble sentiments. He thought that both religious bodies and unions were afflicted by the temptation to allow themselves to become narrow, introverted and self-centred, with the result that they came to be mainly concerned with looking after their own interests.

He asked what religious leaders were doing to present the newly independent countries with a favourable view of democracy. Religious leaders were usually saying the right things about these matters, but there should be more emphasis on carrying out the principles they advocated.

Miss Kehoe said that labour and the churches should concern themselves with such social problems as unemployment, which should not be left hopefully to mend themselves. She thought that organized labour had been carrying out its responsibility regarding unemployment by urging measures for dealing with it.

With regard to the undeveloped countries, she suggested that in spite of our advantages we had something to learn from them. Our ways were not necessarily the best for them, and they should be allowed to shape their own destinies both in religious and in labour matters.

Group Spokesmen

Rt. Rev. E. S. Reed, Anglican Bishop of Ottawa, speaking for one of the discussion groups, said that his group thought there was a serious lack of communication between church and labour leaders. Some clergymen were inclined to look at the labour movement through the eyes of the public press instead of themselves becoming involved in union activities.

Referring to the common problem that church and union leaders have in getting their members out to meetings, he said there were today too many spectators, and too few who wanted to get involved. Bishop Reed suggested that what the Council was now doing on the national level should be translated to the local level.

Speaking for another group, Stanley Little, President, National Union of Public Service Employees, said that labour had put forward a definite program on social questions, but the church had not. For instance, the church had taken no stand on unemployment or on the health program in Saskatchewan.

Another group spokesman, Art Shultz, United Automobile Workers, said that for both the churches and the labour movement outside forces seemed to have taken over, and to be "reaching our people more than we do ourselves."

Sam Goodman, Canadian organizer for the Butchers, said that some clergymen took the stand that they could do more for the common people if they did not identify themselves with any group. He instanced one clergyman who said that if he publicly identified himself with labour he would not be so well able to collect money from the well-to-do to help the poor. Was it

Religious groups that are taking an active part in the Council include The Anglican Church of Canada, The United Church of Canada, The Presbyterian Church of Canada, Baptist Federation of Canada, Canadian Unitarian Churches, The Mennonite Church, The Salvation Army in Canada, Student Christian Movement of Canada, and Canadian Jewish Congress.

Representatives of the Canadian Catholic Conference, the Canadian Lutheran Council, and The Pentecostal Assemblies of Canada have attended national meetings as observers.

Labour organizations participating in the work of the Council include: the Canadian Labour Congress, seven international unions, three national unions, three provincial federations, twenty labour councils, five joint councils, and sixty-six union locals.

better to raise money or to stand on principle? He suggested that neutrality might result in refusing to do anything for anyone.

Rev. D. A. Ellis, Anglican, Ottawa, said that in the parishes labour people did not speak up and make themselves known as labour people. Instead they left it to the clergy to speak for labour. His group had discussed the need for church and labour to take an interest in those not in the labour movement, e.g., the Eskimos.

Alvin Hamilton, National Union of Public Employees, said the consensus of his group was that if we were to export our way of life to other countries we must also export our principles. They agreed that collective bargaining had to do with the whole life of man.

Rev. M. A. Hughes, Anglican, Ottawa, agreed that church and labour were miles apart in communications. Labour said that the church was doing nothing about social questions, but things were said in church that were not heard by union men, maybe because they weren't there. Interdependence was good between unions in Canada, much less so between Canadian unions and those in the United States, and still less so as regards Canadian unions and those in other countries.

William Heath, United Steelworkers, spoke of the contrast between the economic position of members of different unions, instancing the steelworkers and the textile workers unions. He asked how workers in prosperous industries could help those in the less profitable industries and in other countries. He thought that the CLC had not enough power to bring about co-ordination between affiliated unions.

Murray Cotterill, United Steelworkers, agreed that the case discussed by the panel was a pretty good mirror of what sometimes characterized employer-employee relationships in this country, although some progress had been made here in this regard.

A brief presented to the Religion-Labour Council by the Building and Construction Trades Council of Toronto spoke of its concern that members of its affiliated unions be employed in the work of constructing the numerous churches, synagogues, and other buildings being erected by religious organizations.

The brief suggested that "the church has the support and goodwill of all trade union members in the construction field, and therefore should reciprocate by instituting a policy of paying fair wages and complying with all other working conditions as is established in the community."

It was foolish to criticize what happened in Africa when industrial relations in Canada were often conducted in an atmosphere of "fear-motivated protectionism."

Victor Reuther

The present technical revolution is not merely a continuation of the old process of industrial change, and it has more serious implications, Victor Reuther told the convention in his address at the banquet.

The older change consisted of the substitution of mechanical power for manual effort, but the new revolution meant the substitution of mechanical judgment for human judgment, he said.

He emphasized the need for preparation to deal with the impact of these changes and for advance notice by management of plans for extensive technological change. Firms sometimes objected that this would mean giving away trade secrets, but, he said, there was no such danger; it was merely a matter of accepting social obligations.

Severance pay, earlier retirement, and so on, were measures that only scratched the surface of the matter of displacement of manpower. Plans for retraining had in some cases proved disappointing. In the meat packing industry in the United States, where collective agreements had provided for retraining schemes, few had found jobs, after being trained, at the skill for which they had been trained.

It was not enough to say that the exercise of initiative would enable the unemployed to fit themselves into new positions. No amount of initiative would find jobs for the hard core of unemployment in Canada and the United States, Mr. Reuther contended.

Trade union sentiment in both countries was in favour of encouraging private enterprise to provide jobs by expansion, but if private enterprise failed to co-operate it would have to expect that the public sector would expand to take up the slack.

Recalling the "remarkable merging of religion and labour" in the early days of the trade union movement in Great Britain, by which the trade union movements of Canada and the United States had been greatly influenced, the speaker pointed to the deep roots of common interest between religion and labour.

In later stages of development, however, organizations begin to concern themselves with the preservation of institutionalism. The Christian church's most glorious hour had been when it was opposed to prevailing institutions, and the most glorious hour of the trade union movement had been when it was crusading on behalf of its opinions and principles.

The speaker regretted that the unions' preoccupation with institutionalism had drawn them away from their obligations to those outside the labour movement. He instanced the plight of migrant farm workers in the United States, largely deprived of opportunities for schooling for their children, of a sense of belonging to a community, and of other advantages enjoyed by most people in that country. The trade union movement must be roused out of its commitments to institutionalism to deal with these things, he said.

The shortage of material goods that hampered earlier generations no longer applied, and this has made it possible for us to think about being our brother's keeper, Mr. Reuther said.

CLC Names Assistant Director of Public Relations

The Canadian Labour Congress has announced the appointment of Laurent Chateauf, of East Templeton, Que., as assistant director of public relations.

Born and educated in Quebec City, Mr. Chateauf is a former sportswriter of the French newspaper *Le Soleil* and news editor

of radio station CKCV, Quebec City. He moved to Ottawa in 1951 to work for *Le Droit* and, later, for the federal Government's translation service, where he was Parliamentary translator at the time of this appointment. He also participated for some time on the French network equivalent of CBC's News Roundup.

Sixth Annual Convention of the Quebec Federation of Labour (CLC)

Adopts two statements of principle, one rejecting separatism as the remedy for grievances of French Canadians, the other urging reform of educational system
Reiterates confidence in labour unity, opposes stockpiling of nuclear weapons

(Translation)

The sixth annual convention of the Quebec Federation of Labour, held in Montreal from November 23 to 25, was highlighted by two statements of principles, one rejecting separatism as the remedy for the grievances of French Canadians, the other urging an important reform of the province's educational system.

Nearly 500 delegates, slightly fewer than at the 1960 meeting, attended the convention and unanimously re-elected Roger Provost as president for a sixth term.

The convention dealt with about 180 most varied resolutions.

In its statement of principles on separatism, the convention rejected this drastic step but insisted, however, on the necessity of reforming the Canadian constitution, especially in connection with the right to self-determination.

The statement of principles on education sounded a warning that weaknesses of the present educational system were a contributing factor in unemployment and insisted on the need to place the control of education in the hands of parents.

The delegates also reiterated their confidence in labour unity, expressed support of the New Democratic Party, rejected the stockpiling of nuclear warheads on Canadian soil, and called for public ownership of public services.

In his address at the opening of the convention, Mr. Provost insisted on the need for economic planning and called for the establishment of a superior council to carry out this purpose.

Donald MacDonald, Secretary-Treasurer of the Canadian Labour Congress, and T. C. Douglas, leader of the New Democratic Party, addressed the delegates. Other guest speakers were: Msgr. V. Bélanger, Auxiliary Bishop of Montreal; Edmond Hamelin, promayor of Montreal; and Léo Bérubé, Secretary of the Quebec Co-operation Council.

Among other guests were: Rev. Gérard Dion, Director of the Department of Industrial Relations, Laval University; William Dodge and Stanley Knowles, Executive Vice-Presidents of the CLC; and Thomas B. Ward, CLC Director of Federations and Councils.

The convention was opened by Louis Laberge of the International Association of Machinists in his capacity as President of the Montreal Labour Council.

President's Address

Roger Provost, President of the QFL, called for the holding of a federal-provincial conference as soon as possible for the setting-up of a superior council for economic planning.

Speaking at the opening session of the convention, Mr. Provost said that the first step toward full employment was the appointment of such a council at the top level, to which would be joined provincial and regional planning councils.

Mr. Provost said that "planning must be done by top-level authorities who, if necessary, must resort to coercive measures."

The QFL President emphasized that planning must exist for man and man must have a part in it. "Man needs economic and social security in order to pursue his purposes as an intelligent and social being. He must first obtain economic security, which is based on full employment at a reasonable wage."

Mr. Provost declared that in order to achieve full employment, immediate joint action at the two levels of government is essential. He accused the Ottawa and Quebec Governments of "passing the buck."

We agree that in order to have full employment, planning must be done through co-operation of both governments. All efforts of the provincial authorities would be practically useless without joint and concerted effort on the part of the federal Government. Why would this not be possible? In Europe, some sovereign states have come to an understanding on planning, with a view to attaining common objectives . . . If this can be done [but isn't being done], there is ill-will or a lack of interest; if it cannot be done, then the only thing left for us to do is blow up Confederation.

Mr. Provost also insisted on the necessity for full social security. On this point he criticized the Premier of the province for refusing to co-operate with the Royal Commission on health established by the federal Government.

"It is deplorable that the head of the Province of Quebec, following in this matter the example of his predecessor, has invoked

the pretext of autonomy so as not to express the views of the people of this province to the Commission".

The President made a clear statement of the interest of the labouring class in the province's educational system. "It has already been amply shown that education is directly related to employment, since it is those with the smallest stock of knowledge who are the most liable to find themselves without work," he said.

It was the craftsman who was once in demand, but it is now the technician who is wanted, Mr. Provost said. He called for a reform at all school levels.

Besides requesting that education be made available to all and in the same degree, the QFL President reiterated that parents must, as citizens, share in deciding on the structures and the programs as well as in the rational development of the educational system. He also admitted as a principle that those citizens who are asking for non-denominational schools should not have a denominational training thrust upon their children.

In closing, Mr. Provost recalled that "to obtain a program of full employment, social security and free education, the province must, in the first place, reclaim possession of its natural, hydro-electric and other resources in order that the State of Quebec may exercise a greater control over the economic development of the province in order to make it work for the common good."

Donald MacDonald

Full employment is Canada's greatest national problem, said Donald MacDonald, Secretary-Treasurer of the Canadian Labour Congress, at the opening session of the convention.

Mr. MacDonald, representing CLC President Claude Jodoin, said that the nation's current unemployment was a blight on the country's ability to properly administer itself.

Stating that Canada has, through the medium of technology, the means to remedy this situation, he pointed out that the disgrace was even greater when illuminated by the fact that the problem has been solved in other countries, through democratic means.

The Secretary-Treasurer of the CLC pointed out that Germany has not only solved the problem of unemployment but suffers from a shortage of hands to the point where it is now looking toward Canada for manpower.

He called for the enactment of the one blueprint devised in Canada to solve the unemployment problem, that which is put forward by the CLC.

Turning to internal problems, Mr. MacDonald stated that the CLC has lost in numerical strength during the year. He revealed that the membership of the CLC declined by 12,000, from 1,459,000 in 1960 to 1,447,000 in 1961.

The membership of the CLC declined from 33.1 per cent of the labour force in 1956, at the time of the merger to 31.6 per cent in 1960. During that time the labour force increased from 4,085,000 to 4,578,000.

Mr. MacDonald urged the QFL "to go out and utilize all its strength to bring the message of free trade-unionism and the benefits of collective bargaining to the workers outside the CLC.

"We cannot correct the ills of this society by being a minority," he said.

Mr. MacDonald also called for new tactics, new methods "to further unionize the labour force" and a shift from blue to white collar workers.

Statement of Principles on Separatism

The QFL acknowledged "the legitimate grievances of French Canadian workers," but proposed to fight for their redress "without resorting to the separatism as a solution."

After a two-hour discussion in which 22 speakers took part, only three being opposed to the resolution, the delegates adopted almost unanimously the statement of principles on separatism proposed by the Executive Committee.

The statement specifies that the QFL intends to use every possible means to rehabilitate the provincial State of Quebec but still considers the Canadian Confederation to be "the most auspicious setting for the full development of French Canada."

The need was stressed, however, to "re-organize Confederation in its constitution and operation."

The statement recalls that Canada is made up of two nations, that it is of a bi-cultural character. It states that the right to self-determination is a "universally recognized democratic right."

On the other hand, the statement adds that provincial autonomy has often been used "as a smokescreen to hide the increasing transfer of the rights of the people of Quebec to foreign and native capitalists."



—Federal Photos, Montreal

Quebec Federation of Labour Executive for 1962—Officers elected at the Sixth Annual Convention were (left to right): André Thibodeau, Treasurer; John Purdie, Secretary; Roger Provost, President; and Jean Gérin-Lajoie and Edouard Larose, Vice-Presidents.

The statement points out that "secession might bring about a decline in the living standard, which would seriously compromise the cultural advancement of French Canada."

A great variety of arguments were submitted in favour of national unity, including the need for a strong and united Canada in the face of the economic power of the United States; the protection of the interests of French Canadians living outside the province; and the interests of workers as a factor of unity on the economic level.

The delegates in favour of national unity also stressed the need to repatriate and amend the constitution of Canada; the need for more understanding on the part of English speaking Canadians; the possibility of peaceful co-existence of the two nations that make up Canada; and the need to settle certain grievances of French Canadians.

The most vehement opposition to the statement of principles came from Mrs. Thérèse Dion of the Office Employees, who claimed that bilingualism was a dream. She urged the QFL not to sacrifice the full development of French Canada and to defend "the real interests" of French Canadians.

At the end of the discussion, only nine delegates out of five hundred opposed adoption of the statement of principles.

Statement of Principles on Education

The statement of principles on education adopted by the convention constitutes a "cry of alarm over the dead-end our educational institutions have reached."

Stating that the workers "also note that the striking weakness of the education given their children is one of the major factors in making them unemployed," the QFL demanded "speedy and thorough reforms aimed at placing control of education in the hands of the parents through the intermediary of those elected by the people."

The statement of principles, which bears on the availability, the control and the financing of education, requests:

—Equal rights for every child to all levels of education;

—Free education at all levels;

—Compulsory education up to the age of 16;

—Co-ordination by the Government of all components of the education system;

—Complete reorganization of the province's Council of Public Education;

—Reorganization of the Council into two committees, one French and one English, with denominational subcommittees;

—Freedom to establish local non-denominational school boards;

—Close control by a responsible Minister of public funds assigned to education;

—Statutory, uniform and socially just levying of taxes for educational purposes;

—Apportionment of monies collected for all regions on the basis of school age population.

In commenting on this statement, Jean Gérin-Lajoie, a QFL vice-president, protested that "the clergy takes it upon itself to represent the parents" on the Council of Public Education.

"I claim the right to elect my representatives and to say how my money will be spent," he said.

The chairman of the Committee on Education, Fernand Daoust, stressed the fact that the workers wish to have the present Council abolished as it is not democratic. "Moreover," he said, "we hold that it is responsible for the present bad state of education in Quebec."

Mr. Daoust added that we must safeguard the freedom of education as well as the freedom of belief.

Amendments to Constitution

The convention adopted many amendments to the constitution, the most important of which originated in the increased political activity of the labour movement.

The convention decided that the President and the Secretary of the QFL cannot be members of the Executive Committee of any political party.

On the other hand, the section dealing with the aims of the Federation was amended to provide that, while protecting the independence of the labour movement from all political subjection, the Federation must "encourage local unions to urge their members to militate in favour of the New Democratic Party and to support it financially by joining it singly or in groups."

The suggestion that the convention of the QFL be made biennial instead of annual led to a rather lengthy debate which revealed that the members were widely divided on this issue.

The Executive Committee was instructed to carry out, during the year, a thorough study of the problem based on a survey of the member unions and to submit a specific resolution on this matter next year.

The seriousness of the problem lies in the fact that annual meetings of the convention are becoming very expensive, a

fact that seems to be borne out by a decrease in the number of delegates, which was of 12 per cent this year in spite of a larger membership.

Committee on Human Rights

At the suggestion of its committee on human rights, the QFL was urged by the convention to request the provincial Government to enact legislation against racial discrimination and in favour of fair employment practices.

The convention also asked the federal Minister of Labour to appoint an advisory committee to supervise the enforcement of the Canada Fair Employment Practices Act as it relates to Quebec industries coming under federal jurisdiction.

The committee also announced that an investigation into the Montreal housing situation revealed that owners of apartment houses were practising racial discrimination in 20 per cent of all cases. The report on this investigation will soon be made public.

Resolutions

The three-day convention was faced with some 180 resolutions.

Political Action

The question of political action and of the support given by the labour movement to the New Democratic Party was not debated.

The convention did, however, adopt a resolution in which the QFL reiterated its support of the NDP, urged all member unions to join the NDP forthwith and recommended that individual members join the party.

Labour Unity

The delegates once more stated their belief in labour unity and their desire to put an end to the division in the Quebec Labour movement. A resolution instructed the Executive committee to "take all the possible and necessary steps" to achieve labour unity in the province.

Natural Resources

The natural resources of the province constitute a wealth belonging by right to the people, and one to be exploited to their advantage, declared a resolution that requested the provincial Government to increase the royalties paid by firms that exploit those natural resources and to implement a policy favourable to the processing of the province's natural resources "while taking into account the economic and social interests of all the people."

Older Workers

With a view to putting an end to discrimination against older workers, the Federation urged the federal Government not to award any contract to a firm that practices such discrimination, requested the provincial Government to enact legislation against all discrimination in employment by reason of age, and asked the owners of newspapers to refuse to publish any advertisement for employment when an age limit is mentioned.

Nuclear Weapons

The delegates went on record against stockpiling of nuclear weapons on Canadian soil. The adopted resolution held that to do this would implicate Canada in a war between the United States and the U.S.S.R., and expose it to total destruction. It urged also that Canada follow a foreign policy distinct from that of the United States.

Quebec House

One of the most debated resolutions, which was in the end rejected, dealt with the establishment of so-called Quebec Houses in various countries. Although favourable to the establishment of the Quebec General Delegation in Paris, the delegates were opposed to extension of this policy.

Other Resolutions

Among the other resolutions adopted, mostly without discussion, some requested:

- Public ownership of the Quebec Hydro and other public services in the province;

- Establishment of a complete health insurance plan as soon as possible;

- Union representation on the boards of federations of charitable organizations;

- An amendment to the criminal code to allow provinces to operate sweepstakes, the income from which would serve to finance social legislation;

- Taking of the necessary steps to purify the streams of the province;

- A study of the problem of air pollution;

- Reverting to provincial income tax exemption levels of prior to February 1961, that is, \$1,500 for single persons and \$3,000 for married persons;

The teaching of trade unionism in schools and colleges;

- Consolidation of social legislation;

- Increase of old age and blind persons pensions;

- Promotion of the tourist industry;

- Legalization of the sale of apple cider;
- Strict application of the provisions of the law dealing with the age of customers in taverns and other liquor outlets;

- Establishment of a motor vehicle insurance plan similar to the one in force in Saskatchewan;

- Adoption of equal wage for equal work legislation;

- Increase of the minimum wage to \$1.25 an hour;

- Appointment of a commission to study the problem of workers displaced by automation and technological changes;

- Restoration of the right to strike to all workers, including the civil servants; and

- Proclamation of a "Union Label Week" during the week in which Labour Day falls.

Election of Officers

Roger Provost, of the United Textile Workers of America, was unanimously re-elected for a sixth term as president of the QFL.

The other members of the Board are as follows: Edouard Larose, International Brotherhood of Carpenters and Joiners, first general vice-president; Jean Gérin-Lajoie, United Steelworkers of America, second general vice-president; John Purdie, Tobacco Workers' International Union, secretary; and André Thibodeau, National Union of Public Service Employees, treasurer, in succession to Adrien Gagnier.

The delegates also selected six industrial vice-presidents and nine district vice-presidents.

Industrial vice-presidents: Fernand Daoust, manufacturing industries; Jean-Paul Ménard, wood, paper and construction; Maurice Silcoff, textiles; Henri Desroches, transport and transport equipment; Roland Goedike, foodstuffs; and Gérard Poirier, mines and metallurgy.

The following are the district vice-presidents: René Mondou, André Thibodeau and Aldo Caluori, Montreal; Robert Labrie, Northern Quebec; Benoît Laviolette, Gatineau and Laurentians; Jean Philip, South Shore and Eastern Townships; Oscar Longtin, Southern Quebec; J.-B. Hurens, Quebec; and J.-A. Hurens, St. Maurice.

Latest Labour Statistics

(Latest available statistics at February 15, 1962)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....(000)	Jan. 13	6,409	- 1.3	+ 0.2
Employed.....(000)	Jan. 13	5,864	- 3.6	+ 2.8
Agriculture.....(000)	Jan. 13	575	- 4.0	- 1.7
Non-agriculture.....(000)	Jan. 13	5,289	- 3.5	+ 3.3
Paid workers.....(000)	Jan. 13	4,786	- 3.8	+ 2.8
At work 35 hours or more.....(000)	Jan. 13	5,039	- 2.6	N.A.
At work less than 35 hours.....(000)	Jan. 13	677	- 12.0	N.A.
Employed but not at work.....(000)	Jan. 13	148	+ 6.5	N.A.
Unemployed.....(000)	Jan. 13	545	+ 32.0	- 21.4
Atlantic.....(000)	Jan. 13	84	+ 31.3	0.0
Quebec.....(000)	Jan. 13	179	+ 38.8	- 28.1
Ontario.....(000)	Jan. 13	149	+ 31.9	- 26.2
Prairie.....(000)	Jan. 13	75	+ 23.0	- 7.4
Pacific.....(000)	Jan. 13	58	+ 26.1	- 24.7
Without work and seeking work.....(000)	Jan. 13	506	+ 29.7	- 19.7
On temporary layoff up to 30 days.....(000)	Jan. 13	39	+ 69.6	- 38.1
Industrial employment (1949 = 100).....	Novem.	121.6	- 1.1	+ 1.6
Manufacturing employment (1949 = 100).....	Novem.	111.0	- 1.0	+ 2.7
Immigration.....	Year 1961	71,689	—	- 31.2
Destined to the labour force.....	Year 1961	34,809	—	- 35.0
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	January	40	- 4.8	+ 90.5
No. of workers involved.....	January	9,174	- 58.4	+ 291.0
Duration in man days.....	January	85,420	- 38.7	+ 203.6
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)....	Novem.	\$78.84	- 0.2	+ 3.2
Average hourly earnings (mfg.).....	Novem.	\$1.84	0.0	+ 2.8
Average hours worked per week (mfg.).....	Novem.	41.1	- 0.3	+ 1.2
Average weekly wages (mfg.).....	Novem.	\$75.66	0.0	+ 3.9
Consumer price index (1949 = 100).....	January	129.7	- 0.1	+ 0.4
Index numbers of weekly wages in 1949 dollars (1949 = 100).....	Novem.	139.7	- 0.1	+ 3.8
Total labour income.....\$000,000	Novem.	1,657	- 1.4	+ 5.3
<i>Industrial Production</i>				
Total (average 1949 = 100).....	Decem.	174.1	- 5.7	+ 9.1
Manufacturing.....	Decem.	151.9	- 7.2	+ 8.8
Durables.....	Decem.	147.3	- 6.1	+ 10.0
Non-durables.....	Decem.	155.8	- 7.9	+ 7.8

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 275.

Employment and Unemployment, January

Employment declined seasonally between December and January. But at the same time an unusually large number of workers withdrew from the labour market, so that the rise in unemployment was smaller than in comparable periods of recent years.

The estimated labour force in January was only 13,000 higher than a year earlier. Employment was 161,000 higher and unemployment 148,000 lower than a year ago.

Employment

Employment decreased by 218,000 to 5,864,000 between December and January. Seasonal declines in agriculture, forestry, construction and trade accounted for nearly three quarters of the decrease; manufacturing was responsible for most of the remainder.

Of the estimated 5,864,000 employed, 4,212,000 were men and 1,652,000 women. Corresponding figures for December were 4,371,000 and 1,711,000.

Employment in agriculture was estimated at 575,000 and in non-farm industries, at 5,289,000.

The increase in employment over the January 1961 estimate was 161,000, or 2.8 per cent. In non-agricultural industries, the increase was 3.3 per cent; the major part of this gain was in the service and manufacturing industries. Construction employment in January was 4 per cent higher than a year earlier.

The demand for male workers strengthened noticeably over the year. In January the number of men engaged in non-farm employment was 3.8 per cent higher than in January 1961.

Employment was higher than a year earlier in all regions*. Gains varied from a little over 1 per cent in the Atlantic region to almost 5 per cent in Quebec.

The employment situation in Quebec has strengthened considerably during the past few months, particularly in manufacturing and the service industries. In other regions the improvement has been more gradual.

Unemployment

Between December and January unemployment continued to rise more slowly than usual. An estimated 545,000 were unemployed in January, 132,000 more than in December but 148,000 fewer than in January 1961.

The current figure represents 8.5 per cent of the labour force compared with 10.8 per cent a year earlier. A month earlier the unemployment total was 6.4 per cent of the labour force.

The unemployment rate was lower than last year in all regions. Quebec, Ontario, and British Columbia showed marked improvement.

Almost all of the year-to-year decrease in unemployment was among men. Unemployment rates were substantially lower than last year for men in all age groups.

Some 476,000 of the unemployed in January were men. Of these, 132,000 were under 25 years of age, 204,000 were 25 to 44, and 140,000 were 45 and over. About 292,000, or 60 per cent, were married.*

An estimated 69,000 women were unemployed in January. Of these, 35,000 were under 25 years of age, 20,000 were 25 to 44, and 14,000 were 45 or over. Some 26,000, or 38 per cent, were married.

Of the 545,000 unemployed, 506,000 were without work and seeking work and 39,000 were on temporary layoff. Of those without work and seeking work, 484,000 were seeking full-time work and 22,000 part-time work.

Of the unemployed in January, 74 per cent had been unemployed for three months or less; 14 per cent were unemployed for four to six months; and 12 per cent were unemployed for longer than six months. All of the decrease in unemployment over the year was among those unemployed for six months or less.†

Atlantic

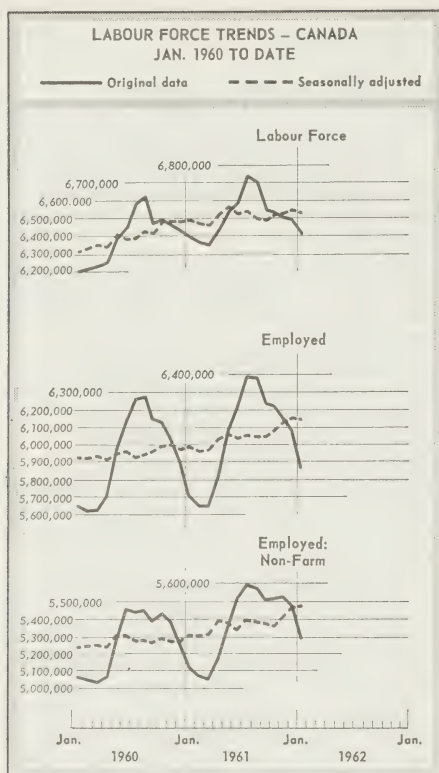
Employment in the Atlantic region declined by an estimated 42,000 between December and January. Almost all of the decrease was in seasonal industries.

The construction industry, which was unusually active during early December, showed a marked drop in January. Forestry employment decreased seasonally as pulp-cutting operations were completed in many areas. There was the usual small employment decline in trade as temporary workers hired for the Christmas season were released. Seasonal layoffs occurred in food processing plants but elsewhere in manufacturing, employment was unchanged during the month.

*See Table A-2, page 250.

†See Table A-3, page 252.

*See Table A-1, page 250.



Unemployment in January was 14.7 per cent of the labour force compared with 14.9 per cent a year earlier.

In January, employment was a little higher than a year earlier; increases in forestry, service and construction were partly offset by decreases in transportation and trade. Manufacturing employment showed little year-to-year change, although individual industries showed a mixture of gains and losses. The shipbuilding industry experienced a marked improvement. On the other hand, the iron and steel industries operated at substantially lower levels than the year before.

In the week ended January 13, the Atlantic labour force was estimated at 571,000, down from 593,000 in December but slightly higher than in January 1961. Employment was estimated at 487,000 and unemployment at 84,000.

Quebec

Employment in the Quebec region declined by 62,000 between December and January. Forestry employment dropped as pulp cutting was completed in most areas. Employment in construction and trade also showed a seasonal decline.

Activity in the service industry and certain parts of manufacturing continued to strengthen. The primary textile and leather goods industries in particular, which usually decline at this time of year, continued operating at high levels.

A small layoff occurred in the aircraft industry, but employment in shipbuilding was maintained at a higher level than last year. A backlog of orders kept the Montreal shipyards particularly busy.

Unemployment in January was 10.0 per cent of the labour force compared with 13.9 per cent a year earlier.

Employment rose by 72,000 over January 1961; service and manufacturing industries accounted for most of the increase.

The improvement in manufacturing was fairly widespread, involving consumer durables and non-durables and, to a lesser extent, the capital goods industries. Primary textiles, leather goods, certain iron and steel products, and shipbuilding continued to show marked year-to-year increases. All service-producing industries, with the exception of trade, improved their positions over the year.

Forestry employment continued at a lower level than the year before, and construction employment showed little change from a year earlier.

In the week ended January 13, the Quebec labour force was estimated at 1,795,000; this was little changed from the estimates a month and a year earlier.

Employment was estimated at 1,616,000, down 62,000 from December but up 72,000 from the year-earlier estimate.

Unemployment was estimated at 179,000, which figure was 50,000 higher than December's but 70,000 lower than that of January 1961.

Ontario

Employment in Ontario decreased by an estimated 62,000 between December and January, mainly as a result of declines in construction, trade and manufacturing. Relatively stable employment was maintained in other industries.

Most of the layoffs in manufacturing were seasonal and of short duration. Employment continued to expand in a number of industries, particularly in the production of primary metals, basic materials and most consumer goods.

Unemployment in January was 6.3 per cent of the labour force, compared with 8.5 per cent a year earlier.

Employment in non-farm industries was 51,000 higher than a year earlier; farm employment declined by 10,000. Most of the gain in non-farm employment was distributed among manufacturing, trade, and

service; in mining and transport, employment declined. Construction employment was about the same as a year earlier, although a considerably larger number of projects were underway in both residential and non-residential construction.

In the week ended January 13, the Ontario labour force was estimated at 2,360,000, employment at 2,211,000 and unemployment at 149,000. The unemployment estimate was 36,000 higher than in December but 53,000 lower than in January 1961.

Prairie

Employment in the Prairie region decreased by 37,000 between December and January, an average decline for this time of the year.

Stockyards and packing plants remained very active but steel fabricating and sheet-metal shops and building paper plants continued operating at relatively low levels.

The construction industry remained fairly active, and mining employment increased. Employment in trade and service declined seasonally.

Unemployment in January was 6.8 per cent of the labour force, compared with 7.5 per cent a year earlier.

Employment in January was higher than a year earlier. Most of the 26,000 increase took place in construction, trade and manufacturing. Residential and industrial construction showed the most marked improvement over the year. Employment in mining was up over last year as a result of an increase in metal mining.

In the week ended January 13, the Prairie labour force was estimated at 1,106,000, employment at 1,031,000 and unemployment at 75,000. The unemployment figure was 14,000 higher than in December but 6,000 lower than in January 1961.

Pacific

Employment in the Pacific region declined seasonally between December and January.

The decline occurred mainly in forestry and trade, and, to a lesser extent, in manufacturing.

The demand for lumber continued strong but heavy snowfalls and cold weather curtailed logging operations in some areas, resulting in a decrease in forestry employment. Saw and planing mills generally maintained a high level of activity, although a few mills had to close because of heavy snowfall.

There was some evidence of employment strengthening in the iron and steel products industry, particularly in machine shops. Output of non-ferrous metal products continued at about the same level as during the previous month.

Adverse weather conditions resulted in a further small decline in construction employment.

Unemployment in January was 10.1 per cent of the labour force compared with 13.3 per cent a year earlier.

Employment increased by 16,000 over the year; the service-producing industries accounted for most of the advance.

Continuing strong demands for forestry products, both for export and domestic use, resulted in a considerable increase in forestry employment also. Manufacturing employment was about the same as a year earlier, although job opportunities were more plentiful in several industries, especially in shipbuilding.

Shipments of lumber and wheat to Asia continued to keep employment in transportation at a higher level than the previous year.

In the week ended January 13, the labour force was estimated at 577,000, little changed from a month and a year earlier. Employment was estimated at 519,000, down 15,000 from December but up 16,000 from January 1961. Unemployment, at 58,000, was up 12,000 from December but down 19,000 from January 1961.

—Prepared by D.B.S. and
Department of Labour.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	January 1962	January 1961	January 1962	January 1961	January 1962	January 1961
Metropolitan.....	8	11	4	1	.....	.....
Major Industrial.....	15	21	11	5	.....	.....
Major Agricultural.....	6	11	8	3	.....	.....
Minor.....	36	49	21	8	1	1
Total.....	65	92	44	17	1	1

CLASSIFICATION OF LABOUR MARKET AREAS—JANUARY 1962

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Calgary EDMONTON ← Hamilton Quebec-Levis St. John's Vancouver-New Westminster Windsor Winnipeg	Halifax Montreal Ottawa-Hull Toronto		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	Brantford Corner Brook Cornwall Fort William-Port Arthur Farnham-Granby Joliette Lac St. Jean Moncton New Glasgow Niagara Peninsula PETERBOROUGH ← Shawinigan Sherbrooke Sydney Trois Rivières	Guelph Kingston Kitchener LONDON ← Oshawa Rouyn-Val d'Or Saint John Sarnia Sudbury Timmins- Kirkland Lake Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	Charlottetown Lethbridge Prince Albert Rivière du Loup Thetford-Lac Mégantic- St. Georges Yorkton	Barrie Brandon Chatham Moose Jaw North Battleford Red Deer Regina Saskatoon		
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst BEAUHARNOIS ← Bracebridge Bridgewater Campbellton Chilliwack CRANBROOK ← Dauphin Edmundston Gaspé Grand Falls KAMLOOPS KENTVILLE LINDSAY MEDICINE HAT Montmagny Newcastle Okanagan Valley OWEN SOUND PEMBROKE Portage la Prairie PRINCE GEORGE- QUESNEL ← Prince Rupert Quebec North Shore Rimouski Ste Agathe-St. Jerome St. Stephen SAULT STE MARIE ← Sorel Summerside TRAIL-NELSON ← Truro Valleyfield Victoriaville Woodstock, N.B. Yarmouth	Belleville-Trenton Brampton CENTRAL VANCOU- VER ISLAND → Dawson Creek Drumheller Drummondville Fredericton Galt Goderich Lachute-Ste Therese Listowel North Bay St. Hyacinthe St. Jean St. Thomas Simcoe STRATFORD ← Swift Current Walkerton Weyburn WOODSTOCK- TILLSONBURG ←	Kitimat	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 275.

Collective Bargaining in January

During January, negotiations between the **United Auto Workers** and **Ford Motor Company of Canada** produced a three-year agreement embodying terms similar to those of the General Motors settlement reached in December. The new Ford agreement, ratified by the union membership after a brief strike, covers approximately 7,500 employees at plants in Windsor, Oakville, North York and Crowland.

The parties agreed to a basic minimum increase of 18 cents an hour over the three-year period based on the annual improvement factor formula (yearly increases of 6 cents an hour or $2\frac{1}{2}$ per cent, whichever is greater), continuation of the cost-of-living allowance formula (1-cent-an-hour increase for each 0.6-point change in the consumer price index), an increase in shift premiums, and the upgrading of certain job classifications.

The new contract provides for increases in basic pensions, S.U.B. and group life insurance. The company also agreed to assume 50 per cent of the cost of hospital and medical coverage for pensioners. In addition, higher separation pay was granted and the qualifying period for full vacation pay was reduced. Supplementary pensions, jury duty pay and a relocation allowance plan were new features in the agreement.

Negotiations continued between the **United Auto Workers** and **Chrysler**, and between the union and **Massey-Ferguson**, where negotiations had been in progress since the fall. In both disputes a conciliation board met briefly with the parties but decided that its efforts would not be helpful. A strike deadline at Chrysler was then set for February 16, and at Massey-Ferguson for February 2.

In the steel industry, separate three-year agreements were signed by the **Steelworkers** and the various **Steel Company of Canada** plants in Ontario and Quebec. The settlements provided for an initial wage increase of $4\frac{1}{2}$ cents an hour and a further increase of 5 cents an hour in 1963, and raised the increment between job classes from 6 cents to $6\frac{1}{2}$ cents.

Improved fringe benefits formed a major part of the Stelco settlements. The pension formula was amended to provide for \$3.15 (formerly \$3) a month per year of service and the compulsory retirement age is to be reduced progressively from 70 to 68. Group life insurance was increased from \$3,500 to \$5,000, and provision was made

for paid-up insurance of \$1,500 (formerly \$1,250) for employees on retirement.

Furthermore, it was agreed that the P.S.I. Blue Plan would be adopted for employees and all pensioners, with major medical insurance coverage for all employees. Comparable medical coverage is to be granted to employees in Quebec, where P.S.I. plans are not available. The weekly indemnity for accident or sickness was increased from \$35 to \$50.

Under the previous agreement, employees with 3 to 14 years of service had been entitled to two weeks vacation; now employees with 11 to 14 years of service will receive one additional day of vacation for each year of service after 11 years up to a maximum of four extra days for employees with 14 years of service.

During the month, a seven-week strike in the Ontario car-carrying industry was brought to an end when the **Teamsters** and the **Motor Transport Industrial Relations Bureau** concluded a three-year agreement that increased basic wages by 6 cents an hour for each year of the agreement; for skilled mechanics, wage increases of 7 cents an hour per year were negotiated.

A jointly-administered, company-financed welfare plan was set up to replace the Ontario Teamsters' Welfare Fund; this had been a key issue during negotiations. The companies agreed to contribute \$16 a month per employee to the new fund in place of the \$8 they had been contributing to the union-administered Ontario Teamsters' Welfare Fund.

In addition, a jointly-administered pension fund was established, to which the companies and employees will make equal contributions. The fund is to be administered by three company representatives, three union representatives and a chairman from a trust company.

In British Columbia, the **Teamsters** concluded a three-year agreement with the **Motor Transport Labour Relations Council**, providing about 1,250 employees with a wage increase of 7 cents an hour from April 1962 and a further 8 cents from January 1963; the employees in turn are to contribute 7 cents an hour of their wage increase to a pension plan.

Within two weeks after opening negotiations, the **Fire Fighters** and the **City of Toronto** reached a two-year agreement affecting 1,195 fire fighters that provided

for wage increases of 3½ per cent effective April 1, 1962, and a further 3 per cent effective April 1, 1963.

Major Settlements in 1961

During 1961, negotiations for new collective agreements affecting bargaining units of 500 or more employees led to 214 major settlements, covering approximately 465,000 workers. As in previous years, about 80 per cent of these agreements were for periods of two years or less.

In 1961, one-year agreements amounted to 40 per cent of the collective agreements negotiated. Of this group, slightly more than one quarter granted wage increases in the range of 0.1 to 4.9 cents an hour, and nearly half provided for increases in the range of 5 to 9.9 cents an hour.

Two-year agreements made up 38 per cent of the major settlements signed during the year. More than one third of these agreements provided for wage increases in the 5 to 9.9 cents an hour range, and almost an equal proportion granted increases of 10 to 14.9 cents an hour over the life of the agreements.

The year's negotiations produced 35 major agreements of three years' duration; these constituted less than 10 per cent of all settlements. Wage increases of between 15 and 19.9 cents an hour were the most frequent in the three-year agreements.

Nearly 50 per cent of the major collective agreements signed in 1961, covering some 154,000 employees, were in manufacturing. As in 1960, the major agreements in the paper products industry were the largest single group of agreements signed in the manufacturing sector: a total of 27 agreements covering approximately 43,000 workers. Of these, 21 were for a period of one year, and four were for a term of two years.

In the transportation equipment industry, 15 major agreements covering approximately 28,000 workers were negotiated in 1961. Over half of the workers affected were employees at seven General Motors plants, where a three-year contract was signed. The shipbuilding industry concluded 10

agreements covering nearly 9,000 workers; most of these settlements were of two years duration.

In the electrical products industry, 11 agreements covering approximately 21,000 employees were signed; in this group, Northern Electric signed three one-year agreements and Canadian General Electric, four three-year contracts. In iron and steel manufacturing, 12 agreements covering approximately 15,000 workers were negotiated; the largest bargaining unit involved was the 6,000 workers at Algoma Steel, where a three-year agreement was concluded. In the aluminum industry, five agreements were signed, four of which covered approximately 8,600 employees of the Aluminum Company of Canada. In the rubber industry, nine agreements affecting some 9,000 workers were concluded during the year.

The services sector ranked second to manufacturing in the number of major collective agreements negotiated. In 1961, the 79 settlements in this sector amounted to 37 per cent of the total major agreements and covered approximately 246,000 workers. Municipalities were parties to 20 such agreements, more than half of them being of two-year duration and the rest having a term of one year. In various hospitals across Canada, the wages of 13,000 non-professional employees were increased in 11 settlements; most of these were for terms of one to two years. In the retail trade sector, there were eight agreements covering more than 10,000 workers, who are employed mainly by food distributors.

In the transportation industry, 15 collective agreements were signed. They affected approximately 138,000 workers, of whom the non-operating railway employees, numbering 110,000, formed the majority. Municipal transportation systems in Toronto and Winnipeg concluded collective agreements of two years' duration, and the Montreal Transportation Commission signed a three-year contract during the year.

Tables on page 276 show the wage settlements in agreements signed during the second half of 1961 and during the entire year.

Collective Bargaining Scene

Agreements covering 500 or more employees,
excluding those in the construction industry

PART I—Agreements Expiring During February, March and April (Except those under negotiation in January)

Company and Location	Union
Abitibi Power & Paper & subsids., Que., Ont. & Man.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wks. (AFL-CIO/CLC) & others
Acme, Borden's & other dairies, Toronto, Ont....	Teamsters (Ind.)

Company and Location	Union
Alta. Govt. Telephones	I.B.E.W., (AFL-CIO/CLC) (traffic empl.)
Aluminum Co., Kingston, Ont.	Steelworkers (AFL-CIO/CLC)
Assn. des Marchands Détaillants, (Produits Alimentaires), Quebec, Que.	Commerce Empl. Federation (CNTU)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Telephone & subsidiaries	B.C. Telephone Wkrs. (Ind.)
Burns & Co. (Eastern), Kitchener, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Can. Iron Foundries, Three Rivers, Que.	Moulders (AFL-CIO/CLC)
Canada Packers (8 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Collingwood Shipyards, Collingwood, Ont.	CLC-chartered local
Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)
Dunlop Canada, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Kingston, Ont.	Mine Wkrs. (Ind.)
East. Can. Newsprint Grp., Que. & N.S.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
E. B. Eddy, Hull, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Electric Auto-Lite, Sarnia, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Electro Metallurgical, Welland, Ont.	U. E. (Ind.)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
Fisheries Assn. & Cold Storage Cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Falconbridge Nickel, Falconbridge, Ont.	Mine, Mill and Smelter Wkrs. (Ind.)
Food stores, (various), Vancouver, Victoria, & New Westminster, B.C.	Retail Clerks (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Hotel Chateau Frontenac, (CPR), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress, (CPR), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
John Inglis, Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
International Harvester, Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Kimberley-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), I.B.E.W. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Manitoba Hydro	I.B.E.W. (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Ont.-Minnesota Paper, Fort Frances & Kenora, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Philips Electronics, Toronto, Ont.	I.B.E.W. (AFL-CIO/CLC)
Power Super Markets, Toronto, Hamilton, Oshawa, Ont.	Butcher Workmen (AFL-CIO/CLC)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.	Woodcutters, Farmers Union (Ind.)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
City of Quebec, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)
Que. North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ready-mix concrete (4 cos.), Toronto, Ont.	Teamsters (Ind.)
Sask. Government	Sask. Civil Service (Ind.) (labour services)
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local
Steep Rock Mines, Steep Rock Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Swift Cdn., (6 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Toronto City, Ont.	Fire Fighters (AFL-CIO/CLC)
Toronto City, Ont.	Public Empl. (CLC) (inside empl.)
Toronto City, Ont.	Public Empl. (CLC) (outside empl.)
Toronto Metro. Municipality, Ont.	Public Empl. (CLC) (inside empl.)
Toronto Metro. Municipality, Ont.	Public Empl. (CLC) (outside empl.)

PART II—Negotiations in Progress During January

Bargaining

Anaconda American Brass, New Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Asbestos Corp. & others, Thetford Mines, Que. ..	Mining Empl. Federation (CNTU)
Auto dealers, garages, (various), Vancouver, B.C.	Machinists (AFL-CIO/CLC)
Automatic Electric, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Avro & Orenda Engines, Malton, Ont.	Machinists (AFL-CIO/CLC) (salaried empl.)
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont.	Nat. Council of Cdn. Labour (Ind.)
B.C. Electric, company-wide	Office Empl. (AFL-CIO/CLC)
Brewers' Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
Building material suppliers, Vancouver & Fraser Valley, B.C.	Teamsters (Ind.)

Company and Location	Union
Burns & Co. (6 plants), Western Canada	Packinghouse Wkrs. (AFL-CIO/CLC)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Can. Steamship Lines, Ont. & Que.	Seafarers (AFL-CIO)
Cdn. Cannery, Vancouver, Penticton & Ashcroft, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Celanese, Sorel, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Industries Ltd., Millhaven, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CNTU)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assn. (Ind.)
Cdn. Steel Foundries, Montreal, Que.	Steel & Foundry Wkrs. (Ind.)
Clothing Mfrs. Assn., Quebec, Farnham & Vic- torville, Que.	Clothing Wkrs. Federation (CNTU)
Cluett Peabody, Kitchener & Stratford, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
C.N.R., C.P.R., other railways, system-wide ..	15 unions (non-operating empl.)
Consolidated Mining & Smelting, Kimberley & Trail, B.C.	Mine, Mill & Smelter Wkrs. (Ind.)
Dairies (various), Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que.	Mine Wkrs. (Ind.)
Donahue Bros., Clermont, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL- CIO/CLC)
Dosco, Cdn. Bridge, Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Dosco (Wabana Mines), Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Eldorado Mining, Eldorado, Sask.	Mine, Mill & Smelter Wkrs. (Ind.)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Ford of Canada, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Fry-Cadbury, Montreal, Que.	Bakery Wkrs. (CLC)
Garment Mfrs. Assn., Winnipeg, Man.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Glove Mfrs. Assn., Montreal, St. Raymond, Loretteville, & St. Tite, Que.	Clothing Wkrs. Federation (CNTU)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont.	Distillery Wkrs. (AFL-CIO/CLC)
Hospitals (11), Montreal & district, Que.	Service Empl. Federation (CNTU)
Hotel Chateau Laurier, (CNR), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
House of Seagrams, Que., Ont. & B.C.	Distillery Wkrs. (AFL-CIO/CLC)
Imperial Tobacco & subsidiaries, Ont. & Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Kelly, Douglas, company-wide, B.C.	Empl. Assn. (Ind.)
Lake Asbestos of Que., Black Lake, Que.	Mining Empl. Federation (CNTU)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (linemen)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (telephone operators)
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical empl.)
Maritime Tel. & Tel. & Eastern Electric, com- pany-wide	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
National Harbours Board, Montreal, Que.	Railway Clerks (AFL-CIO/CLC)
Nfld. Employers' Assn., St. Johns, Nfld.	Longshoremen's Protective Union (Ind.)
Northern Electric, Belleville, Ont., & Montreal, Que.	Empl. Assn. (Ind.) (plant empl.)
Northern Electric, Montreal, Que.	Office Empl. Assn. (Ind.)
North York Township, Ont.	Public Empl. (CLC) (outside empl.)
Ottawa City, Ont.	Public Empl. (CLC)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Pacific Press, Vancouver, B.C.	Newspaper Guild (AFL-CIO/CLC)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
Rio Algom Mines, (Milliken Mine), Elliott Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Rio Algom Mines, (Nordic Mine), Algoma Mills, Ont.	Steelworkers (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Steinberg's Ltd., Island of Montreal, Que.	Public Protective Assn. (Ind.)
Toronto Electric Commissioners, Ont.	Public Service Empl. (CLC)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Vancouver Police Commissioners Bd., B.C.	B.C. Peace Officers (CLC)
Victoria Hospital, London, Ont.	Bldg. Service Empl. (AFL-CIO/CLC)

Conciliation Officer

Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & other points, Que.	Service Empl. Federation (CNTU)
Avro & Orenda Engines, Malton, Ont.	Machinists (AFL-CIO/CLC) (plant empl.)
C.B.C., company-wide	Moving Picture Machine Operators (AFL- CIO/CLC)
Cockshutt Farm Equip., Brantford, Ont.	Auto Wkrs. (AFL-CIO/CLC)

Company and Location	Union
Cyanamid of Canada, Welland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Dominion Stores, Toronto, Hamilton & other locations, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Dom. Textile, Montreal, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Lake Carriers' Assn., Eastern Canada	Seafarers (AFL-CIO)
Montreal Cottons, Valleyfield, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau, Ont.	Teamsters (Ind.) (drivers)
Motor Trans. Ind. Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Que. Natural Gas, company-wide	Chemical Wkrs. (AFL-CIO/CLC)
Queмонт Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C.	Butcher Workmen (AFL-CIO/CLC)
T.C.A., company-wide	Air Line Pilots (Ind.)
Towboat Owners' Assn., B.C.	Merchant Service Guild (CLC)
Conciliation Board	
Algoma Ore Properties, Wawa, Ont.	Steelworkers (AFL-CIO/CLC)
Cdn. Celanese, Drummondville, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
C.N.R., system-wide	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.N.R., system-wide	Trainmen (AFL-CIO/CLC)
C.N.R., system-wide	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.P.R., system-wide	Trainmen (AFL-CIO/CLC)
Chrysler Corporation, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Dom. Textile, Montmorency, Sherbrooke, Magog & Drummondville, Que.	Textile Federation (CNTU)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Smith Transport, Kingsway Transport & others, Ont. & Que.	Teamsters (Ind.)
Post-Conciliation Bargaining	
Campbell Chibougamau Mines, Chibougamau, Que.	Steelworkers (AFL-CIO/CLC)
C.N.R., system-wide	Locomotive Engineers (Ind.)
C.P.R., system-wide	Locomotive Engineers (Ind.)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Massey-Ferguson, Toronto, Brantford & Woodstock, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Noranda Mines, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Union composing rooms, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
Arbitration	
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Work Stoppage	
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)

PART III—Settlements Reached During January 1962

(A summary of major terms on the basis of information immediately available. Figures for the number of employees covered are approximate.)

B.C. ELECTRIC, COMPANY-WIDE—I.B.E.W. (AFL-CIO/CLC): 16-mo. agreement covering 734 empl.—general wage increase of 3¢ an hr. retroactive to Dec. 1, 1961; Easter Monday to be observed as a paid holiday, making a total of 10 paid holidays (formerly 9); 3 wks. vacation after 5 yrs. of service (formerly after 8 yrs.); labourer's rate will be \$2 an hr.

BINDERY ROOM EMPLOYERS, TORONTO, ONT.—BOOKBINDERS (AFL-CIO/CLC): 2-yr. agreement covering 1,300 empl.—wage increases of 7¢ an hr. eff. Jan. 11, 1962 and 8¢ an hr. eff. Jan. 11, 1963; 3 wks. vacation after 11 yrs. of service (formerly after 13 yrs.); new provision for 3 days' bereavement pay; bookbinder's rate after Jan. 11, 1963 will be \$2.67 an hr.

CONSOLIDATED PAPER, CAP DE LA MADELEINE & THREE RIVERS, QUE.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,200 empl.—wage increase of 5¢ an hr. retroactive to May 1, 1961 and an additional 5¢ an hr. eff. Jan. 1, 1962; 1 additional floating holiday, making a total of 7 paid holidays: evening and night shift premiums increased to 6¢ and 9¢ respectively, retroactive to May 1, 1961 and to 7¢ and 10¢ eff. May 1, 1962 (previous shift premiums were 5¢ and 8¢); employees will be granted 1 wk. sick leave with pay; labourer's rate after May 1, 1962 will be \$2.03 an hr.

CONSOLIDATED PAPER, LES ESCOUIMINS, QUE.—PULP & PAPER WKRS. FEDERATION (CNTU): 1-yr. agreement covering 500 empl.—basic rate increased by 8¢ an hr. retroactive to Aug. 1, 1961; piece rate increases of 29¢ and 50¢ per cord. Labourer's rate will be \$1.13 an hr.

CONSOLIDATED PAPER, STE-ANNE DE PORTNEUF, QUE.—PULP & PAPER WKRS. FEDERATION (CNTU): 1-yr. agreement covering 900 empl.—basic rate increased by 7¢ an hr. retroactive to Aug. 1, 1961; piece rate increases of 12¢ and 33¢ per cord. Labourer's rate will be \$1.13 an hr.

DOSCO FABRICATION DIVS., TRENTON, N.S.—STEELWORKERS (AFL-CIO/CLC): 1-yr. agreement covering 697 empl.—no increase in hourly wages; 4 wks. vacation after 25 yrs. of service (previous maximum was 3 wks. after 15 yrs.); maximum pension benefits increased from \$75 a mo. to \$115 a mo.

DRYDEN PAPER, DRYDEN, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 800 empl.—company contribution to welfare plan increased to \$4.25 (formerly \$3.75); 1 additional paid holiday making an equivalent of 8 paid holidays annually.

FORD OF CANADA, WINDSOR, OAKVILLE & NORTH YORK, ONT.—AUTO WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 7,500 empl.—\$10 settlement pay; annual improvement factor wage increases (greater of 6¢ or 2½%) eff. Jan. 15 and Dec. 1, 1962 and Dec. 1, 1963 for a total of at least 18¢ an hr. over 3 yrs.; additional classification adjustments of 5¢ an hr. for empl. in the foundry and assembly plants, 20¢ an hr. over journeyman rates for leaders, 10¢ an hr. for electrical technicians; cost-of-living allowance formula (1¢ for each .6 points change in consumer price index) continued with 1¢ of allowance due Jan. 15, 1962 being applied to pensioners' benefits; non-contributory pension plan improved so that basic benefits will amount to \$2.80 a mo. per yr. of service beginning on April 1, 1962 (formerly \$2.50); on or after April 1, 1962, all pensioners will receive an additional 25¢ a mo. per yr. of service (maximum \$10); new supplementary pension providing for \$1.80 a mo. per yr. of service (maximum \$55 a mo.) for empl. aged 65-70 retiring on or after April 1, 1962, such benefit to cease at age 70; company to pay 50% of hospital and medical coverage for pensioners and their dependents; weekly S.U.B. increased to 62% of before-tax pay plus \$1.50 for each dependent up to four dependents (formerly 65% of weekly after-tax straight-time pay); maximum weekly S.U.B. increased from \$30 to \$40 and maximum benefit period increased from 39 to 52 wks.; new short wk. benefit adopted for empl. who are laid off part of a wk. and are ineligible for unemployment insurance benefits; for scheduled short work weeks, 65% of straight-time rate will be paid for each hr. of layoff in a 40-hr. wk.; for unscheduled short work weeks, 50% of straight-time pay will be granted for each hr. of layoff; higher separation pay; new relocation allowance plan; company-paid medical and hospital coverage for laid-off empl. extended to a maximum of 12 mo.; full annual vacation pay qualification to be reduced in 1962 from 170 days to 1,000 hrs.; new provision for jury duty pay; shift premiums raised to 12¢ and 18¢ (previously 10¢ and 15¢); sickness and accident benefits increased from previous \$40 a wk. to a maximum of \$55 a wk.; increase in group life insurance to a maximum of \$8,400; labourer's rate after Dec. 1, 1963 will be \$2.23 an hr.

MOTOR TRANS. IND. RELATIONS BUREAU (CAR CARRIERS), ONT.—TEAMSTERS (IND.): 3-yr. agreement covering 725 empl.—settlement pay \$2.50 a wk., \$3 a wk. for skilled mechanics retroactive to July 1, 1961; increases of 6¢ an hr. (7¢ an hr. for skilled mechanics) eff. Jan. 13, 1962, July 1, 1962, July 1, 1963; 2 wks. vacation after 2 yrs. of service (formerly after 3 yrs.); new jointly administered pension plan with equal monthly contributions by employers and employees, each contributing \$3 per empl. the first yr., \$4 the second yr., \$5 the third yr.; new jointly administered health and welfare plan with employers contributing \$16 a mo. per employee; labourer's rate after July 1, 1963 will be \$1.96 an hr.

MOTOR TRANSPORT LABOUR RELATIONS COUNCIL, B.C.—TEAMSTERS (IND.): 3-yr. agreement covering 1,250 empl.—wage increases of 7¢ an hr. eff. April 1, 1962, 8¢ an hr. eff. Jan. 1, 1963; employees will contribute 7¢ an hr. to pension plan; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.) eff. Jan. 1, 1962, 3 wks. after 9 yrs. eff. Jan. 1, 1963, 3 wks. after 8 yrs. eff. Jan. 1, 1964; truck driver's rate after Jan. 1, 1963 will be \$2.38 an hr.

NORTHERN ELECTRIC, TORONTO, ONT.—COMMUNICATIONS WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,000 empl.—wage increases ranging from 3¢ to 7½¢ an hr. retroactive to Nov. 1, 1961; starting rate will be \$1.66 an hr.

OTTAWA TRANSPORTATION COMMISSION, ONT.—STREET RAILWAY EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 628 empl.—wage increases of 3¢ an hr. eff. Jan. 1, 1962, 2¢ an hr. eff. Sept. 1, 1962 and May 1, 1963; 3 wks. vacation after 11 yrs. of service in 1962 (formerly after 12 yrs.), 3 wks. vacation after 10 yrs. of service in 1963; 4 wks. vacation after 25 yrs. of service; company will pay 50% of cost of sick benefit, insurance and medical plans; bereavement leave increased from 1 day to 3 days; operator's rate after May 1, 1963 will be \$2.07 an hr.

ROYAL VICTORIA HOSPITAL, MONTREAL, QUE.—BLDG. SERVICE EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 1,000 empl.—\$2.50 per wk. settlement pay retroactive to Jan. 1, 1962; wage increases varying from 20¢ to 50¢ an hr. eff. Jan. 15, 1962; \$4 a wk. the second yr. of the agreement; hrs. reduced from 44 to 40 eff. Jan. 1, 1962; 3 wks. vacation after 8 yrs. of service (formerly after 12 yrs.); shift premium increased to 6¢ (formerly 5¢); sick leave will be cumulative up to a maximum of 45 days (formerly non-cumulative).

SCARBOROUGH TOWNSHIP, ONT.—PUBLIC EMPL. (CLC) (OUTSIDE EMPL.): 2-yr. agreement covering 550 empl.—wage increases of 7½¢ an hr. eff. Jan. 1, 1962, Jan. 1, 1963; labourer's rate after Jan. 1, 1963 will be \$2.05 an hr.

STELCO (HAMILTON WORKS), HAMILTON, ONT.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 8,500 empl.—4½¢ an hr. wage increase retroactive to Aug. 1, 1961 with an additional increase of 5¢ an hr. eff. Aug. 1, 1963; incremental increase of ¾¢ an hr. eff. Aug. 1, 1962, raising the increment between job classes to 6½¢; pension increased to \$3.15 a mo. per yr. of service (formerly \$3); maximum monthly pension to be \$126 instead of \$110; compulsory retirement age to be reduced progressively from 70 to 68 yrs.; contributory group life insurance increased from \$3,500 to \$5,000; provision for paid-up insurance of \$1,500 on retirement (formerly \$1,250); weekly indemnity increased to \$50 payable first day of an accident or eighth day of illness for 26 wks. (formerly \$35); PSI blue plan to be adopted for employees, pensioners and dependents, and major medical insurance provided for employees; vacations with pay to be increased by 1 to 4 days for employees with 11 to 14 yrs. of service; rate for job class No. 1 after Aug. 1, 1963 will be \$2.05 an hr.

STELCO (CANADA WORKS), HAMILTON, ONT.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 680 empl.—terms similar to Hamilton Works settlement; rate for job class No. 1 will be \$2.01½ an hr. in 1963.

STELCO, MONTREAL, QUE.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 600 empl.—terms similar to Hamilton Works settlement with comparable medical covering; rate for job class No. 1 will be \$1.95 an hr. in 1963.

Chamber of Commerce on Rehabilitation

In its policy declarations and resolutions adopted at its last annual meeting the Canadian Chamber of Commerce supports placing of physically handicapped in suitable jobs and urges co-operation of employers in rehabilitation programs

The Canadian Chamber of Commerce has based some of its policy declarations and resolutions on employment of the physically handicapped, rehabilitation, and employment of the older worker. These are being reprinted here.

Employment of the Physically Handicapped

It is suggested that many jobs do not require the full capacities of an able-bodied person. If a handicapped person still has the required capabilities, he is not handicapped in that particular job.

Recommendations: (1) that employers continue to co-operate in the placing of physically handicapped persons in suitable jobs; and (2) that employers who have not already done so investigate the possibilities of employing physically handicapped persons.

Rehabilitation Program

The Canadian Chamber of Commerce believes that future financial assistance by the federal Government should be directed only to the areas in which the individual is unable to help himself, to the indigent, the aged, the chronically ill and to those who suffer catastrophic medical expense. It is for the above groups, and for the substantially disabled who, lacking services, are likely to fall into these groups, that rehabilitation is an investment in human welfare which should be adequately supported by federal assistance.

The beginning of the rehabilitation of a patient is the adequate, proper skilled medical and surgical care that the individual receives at, or soon after, the time of his primary illness or injury. These medical services, together with physical restoration, psychological, social and vocational services, should be supplied as necessary, so that the ultimate goal of complete rehabilitation is achieved.

A co-ordinated rehabilitation program combining physical restoration, social, psychological and vocational services is a money-saving device, bringing satisfaction and independence to the severely handicapped.

Physical restoration must be aided by work assessment, counselling, guidance and help in job placement and retraining where necessary. In this respect, existing facilities

in the community, such as technical institutes and business schools, should be used.

The rehabilitated individual will be an economic asset to employers, and rehabilitation methods should be based on sound knowledge and experience. By applying common sense, the procedures can be kept simple and inexpensive, and where possible should be carried out in the local community, using available services.

Recommendations: (1) that the federal Government encourage and support the Provinces in every way possible to develop co-ordinated rehabilitation programs which will provide such facilities and services as are necessary to bring comprehensive rehabilitation to those individuals who can benefit; and (2) that in developing such services, the fullest co-operation of employers, workers, government and voluntary agents should be encouraged.

Employment of the Older Worker

Studies have indicated that the older worker, if properly placed, can compare favourably in performance with other workers and can make a considerable contribution to the production of the country. Furthermore, the older worker group represents a reservoir of skill and experience that the country can ill afford to waste. The addition of older workers to our labour force would enlarge our productive capacity.

Recommendation: that Canadian employers recognize the skill and experience of older workers and give consideration to the suitable employment of this group to the fullest extent practicable.

New School of Rehabilitation Medicine in B.C.

A school of rehabilitation medicine has been established at the University of British Columbia. The new school, which opened last fall with an enrolment of 15 students, will provide training leading to a certificate in physical medicine therapy. The course provides for two years of study at the university followed by a third rotating supervised interne year.

The Canadian Arthritis and Rheumatism Society has made a grant of \$5,000 toward the cost of converting a building to house the school.

Medical Rehabilitation Grants from the federal Government will help provide staff and equipment.

The Women Workers of Denmark

Slightly more than one third of all workers in Denmark are women, and women workers make up 42 per cent of all girls and women more than 14 years of age

In Denmark, slightly over one third of all workers are women. These 721,800 (at the 1955 Census) working women make up 42 per cent of all girls and women over 14 years of age.

Occupations—Unlike Canada, where clerical work is the leading occupation of women, in Denmark "assisting wives" (unpaid family workers) form the largest group of women workers. These women, married to independent farmers or tradesmen, assist their husbands. They make up about 18 per cent of all working women in the country.

The next largest occupational group—17 per cent of all working women—is domestic servants in private homes. The clerical group comes third with about 10 per cent. Large numbers of women are employed as sewing machine operators, hairdressers, retail saleswomen, cooks and waitresses, charwomen and food wrappers, packagers and bottle machine operators. The food and beverages and the clothing and textiles industries engage the majority of women working in manufacturing.

Most professional women in Denmark, as in Canada, are either nurses or teachers. In contrast to Canada, about 25 per cent of dentists are women, a high proportion of them being engaged in the schools. Women make up 15 per cent of doctors, 10 per cent of lawyers and about 3 per cent of engineers.

Before the war most social workers were women but recently more men are entering the profession so that women now make up only 25 per cent of the graduating classes. Since 1948 women have been ordained as ministers and today there are 12 women pastors serving in the Danish national church.

Marital Status—About 40 per cent of working women are married—135,000 "assisting wives" and 145,500 married women wage earners. The latter group has been steadily increasing in recent years. From 1950 to 1955 the number of married women in the population increased by 5.7 per cent, but the number of married women wage earners increased by 16.2 per cent; of "assisting wives" by only 6.2 per cent. During the same period the number of women not in the labour force increased by only 3.6 per cent.

Wages—The Danish Confederation of Trade Unions has accepted the principle of equal pay and is seeking to apply it through collective bargaining. The rates for apprentices in the skilled trades are the same for both sexes. At present, however, women in manufacturing generally receive 82 per cent of the wages paid to men doing the same jobs, although under recent agreements women workers are paid the same cost of living allowances as men. Women in the National Civil Service and in municipal government jobs receive equal pay for equal work.

Services for working mothers—Working mothers are entitled to maternity leave for eight to twelve weeks before and four to six weeks after the birth of a child. Under the social insurance system, women are paid a proportion of their regular pay during the leave period.

Crèches, nurseries and kindergartens are subsidized by the national and local authorities, and are run by local authorities, charitable organizations and employers. In some industrial towns, firms have pooled their resources to provide nurseries and other welfare facilities for their workers' children. Thus, in one district of Copenhagen some 20 firms jointly run a crèche for very young children, a nursery for those between the ages of two and seven, a recreation centre for those of school age and a youth centre for young people between 14 and 18 years of age.

Women in trade unions—More than 25 per cent of women workers are members of trade unions and they make up about 20 per cent of the total membership of the Danish Trade Union Federation. In most cases men and women belong to the same unions, but one special union for unskilled women workers has 45,000 members.

The Federation has set up a special women's bureau to which every union in which women form more than two per cent of the membership may belong. The bureau holds bi-annual weekend seminars for the study of social problems and submits questions concerning women workers to Parliamentary committees.

Age of retirement—In the government service the age of retirement is the same for men and women. Private industry, with a few exceptions, follows government practice.

INTERNATIONAL LABOUR ORGANIZATION

Morse Withdraws Resignation

As a result of representations made to him since he announced, in November, his intention not to seek re-election, ILO Director-General decides to stay on

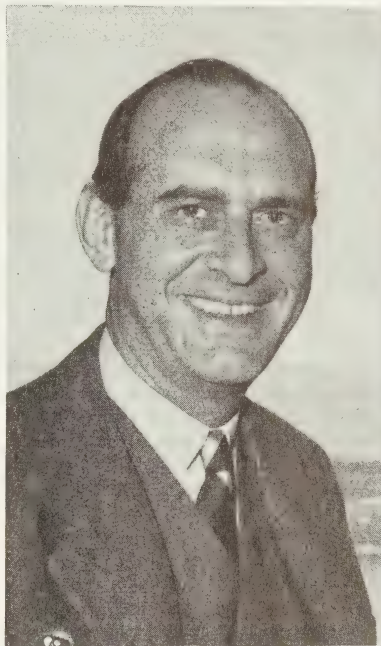
David A. Morse, who last November announced his intention to resign as Director-General of the International Labour Office (L.G., Dec. 1961, p. 1264), has withdrawn his resignation, the ILO reported last month. The resignation would have become effective later this year.

Mr. Morse had informed the ILO Governing Body that, after many years of public service abroad, he planned to "resume again the duties and responsibilities of normal citizenship" in his own country (the United States).

As reasons for the change in his decision, he stated that representations to remain in office had been made to him by several members of the Governing Body. "In particular," he said, "I have had to take into account the important effort being made at present to improve the international situation and the essential role which international organizations such as the ILO are called upon to play in this specially critical period in world affairs." He had therefore set aside his personal considerations that had motivated his earlier action, Mr. Morse stated.

He was elected Director-General on June 12, 1948, for a term of 10 years. On May 31, 1957 he was re-elected for a term of five years.

If he completes another term of office, Mr. Morse will have served as Director-



General of the ILO for 20 years, longer than any other. Even at the time of his intended resignation, he was senior in years of service to any of the other heads of organizations associated with the United Nations.

Offers Scholarship to International Institute for Labour Studies

The General Council of the British Trades Union Congress has decided to finance a scholarship for the 12-week course to be held at the International Institute for Labour Studies in Geneva from September 17 to December 7 (L.G., Nov. 1961, p. 1144).

The central theme of the course will be "The Labour Force and Its Employment." The 12-week period will also be devoted to the study of a number of labour problems such as wages, workers' organizations, relations between employers and workers and workers' participation in management and social institutions of the undertaking, social security and welfare, special labour problems relating to rural areas, and labour problems of economic growth and development planning.

TEAMWORK in INDUSTRY

Main goal of the labour-management committee at Greb Shoes Ltd., Winnipeg, Man., is to maintain quality, and plant manager Charles Greb reports that management, through the committee, has received numerous helpful suggestions. After quality, he would list production problems, techniques and changes, in that order.

Of the LMC itself he said: "We are pleased to have this group in our plant as it gives us an excellent means of talking to our people in open and frank terms about these matters." He also remarked on the high level of enthusiasm among committee members—an enthusiasm that is beginning to rub off on all plant personnel.

Mr. Greb struck an encouraging note of comfort for new committees struggling to achieve effectiveness and purpose. "Our own labour-management committee has been in operation for less than a year," he said, "and to date has suffered what I imagine are the normal growing pains. "We were very enthused about the first few meetings, at which a lot of points were raised and discussed, and a lot of decisions reached. Following this, a slump occurred, and very few items came up for discussion."

Latest meetings of the LMC have been "very encouraging", and management reports that joint co-operation has successfully revitalized the committee. Chairmanship is to be alternated annually between union and management representatives.

Chief purchasing agent Dave Dobbin believes plant morale improved sharply when employees realized that the LMC, composed equally of company and union representatives, had given them a voice in many phases of the company's operation. Plant superintendent Paul Cook reported recently that the atmosphere between company and union had improved considerably since management took the committee into its confidence. A standing invitation to sit in on meetings was issued to Sam Goodman, manager of Local 430L, Winnipeg Leather Workers' Union of the Amalgamated Meat Cutters and Butcher Workmen of North America (CLC).

Mary Bouma, shop steward and vice-president of Local 430L, states that there are "no more fences" between labour and management in the plant. She told a Department of Labour interviewer that the fences

went out when the LMC came in. "We work together better than we did before, too," she added. Mrs. Bouma is a machine operator and a member of the plant's labour-management committee.

* * *

President Paul DuVal of Acme Sash and Door Company Ltd., St. Boniface, Man., asserts that joint consultation between labour and management helps to clarify and sharpen a man's thinking. "If you're going to justify some move or change to your employees, you've got to justify it to yourself first," he told a Department of Labour representative. "Frank give-and-take in regular meetings between company and union representatives provides management with a good double-check on its own thinking."

George Verstraete provided an example of how costly errors can be eliminated when labour and management pool their experience. A member of Millmen Local 1901, United Brotherhood of Carpenters and Joiners (CLC). Mr. Verstraete represents his union on the firm's joint consultation committee.

Last spring, Acme management handed committee members the blueprints of a new layout for the mill and asked for expressions of opinion. "At the time we discussed the plans, it was intended to move the cabinet shop from the second to the ground floor of the mill," said Mr. Verstraete. "After several discussions about this, the committee recommended that the shop be left where it was."

Some additional changes were made in management's original plans as a result of committee recommendations, and some projects were abandoned completely. By putting their heads together in time, labour and management avoided what would have been a costly error.

Union spokesmen have stated that this close collaboration between management and the committee is also improving relations and raising morale. Production manager Allen Sidebottom described it as "a good bridge between company and union thinking—something we never had before." The employees, he added, are volunteering ideas on production, cost and waste problems.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during December. The Board issued nine certificates designating bargaining agents, ordered three representation votes, rejected four applications for certification and denied two requests under Section 61 (2) of the Act for review of earlier decisions. During the month the Board received nine applications for certification.

Applications for Certification Granted

1. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of longshoremen employed by Western Terminals Limited at Corner Brook, Nfld. (L.G., Nov. 1961, p. 1150).

2. The International Association of Machinists, on behalf of a unit of catering department employees employed by the Quebec North Shore and Labrador Railway Company, Sept Iles, Que. (L.G., Dec. 1961, p. 1269).

3. Brotherhood of Railroad Trainmen, on behalf of a unit of trainmen in yard and road service employed by the Sydney and Louisburg Railway Company, Glace Bay, N.S. (L.G., Dec. 1961, p. 1269).

4. General Drivers, Warehousemen and Helpers, Local Union 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of East-West Transport Ltd., working in and out of the company's terminal at 360 Dawson Road, St. Boniface, Man. (L.G., Dec. 1961, p. 1269).

5. Canadian Maritime Union, on behalf of a unit of unlicensed employees employed aboard the S.S. *Hilda Marianne* by Trans-Lake Shipping Limited, Toronto, (L.G., Jan., p. 52). The Seafarers' International Union of Canada had intervened.

6. Canadian Maritime Union, on behalf of a unit of unlicensed employees employed aboard the S.S. *Keewatin* and S.S. *Assini-*

boia by the Canadian Pacific Railway Company (Great Lakes Steamships) Montreal, Que. (L.G., Jan., p. 52). The Seafarers' International Union of Canada had intervened.

7. The Canadian Union of Operating Engineers, on behalf of a unit of stationary engineers employed by Canadian Arsenals Limited, Small Arms Division, Long Branch, Ont. (L.G., Jan., p. 52).

8. Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 591, on behalf of a unit of garage employees and bus operators employed by Hull City Transport Limited, Hull, Que. (L.G., Jan., p. 52).

9. Amalgamated Association of Street, Electric Railway, and Motor Coach Employees of America, Division 591, on behalf of a unit of garage employees and bus operators employed by the Hull Metropolitan Transport Limited, Hull, Que. (L.G., Jan., p. 52).

Representation Votes Ordered

1. Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and MacGregor the Mover, Limited, Kingston, Ont., respondent (L.G., Dec. 1961, p. 1269) (Returning Officer: A. B. Whitfield).

2. United Steelworkers of America, applicant, and Canadian Arsenals Limited, respondent (Small Arms Division, Long Branch, Ont.) (L.G., Jan., p. 52) (Returning Officer: A. B. Whitfield).

3. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Zenith Transport Limited, Vancouver, B.C., respondent (L.G., Jan., p. 52) (Returning Officer: D. S. Tysoe).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Applications for Certification Rejected

1. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, applicant and KLM Royal Dutch Airlines, Montreal, Que., respondent (L.G., Oct. 1961, p. 1037). The application was rejected because the applicant union did not, in the Board's opinion, represent a majority of the employees in the enlarged unit which the Board had decided to be appropriate for collective bargaining.

2. Seafarers' International Union of Canada, applicant, and Porter Shipping Limited, Toronto, Ont., respondent (unlicensed personnel) (L.G., Nov. 1961, p. 1149) (See item 3 immediately below for reason for rejection).

3. Seafarers' International Union of Canada, applicant, and Porter Shipping

Limited, Toronto, Ont., respondent (marine engineers) (L.G., Nov. 1961, p. 1149).

Cases 2 and 3 were rejected for the reason that the applicant union had failed to satisfy the Board that at the time when the applications were made, a majority of the employees affected in each case were members in good standing under the provisions of the applicant union's constitution and of Section 15 of the Rules of Procedure of the Board.

4. Canadian Maritime Union, applicant, Owen Sound Transportation Co., Limited, Owen Sound, Ont., respondent, and the Seafarers' International Union, intervener (unlicensed personnel) (L.G., Jan., p. 52). The application was rejected for the reason that it was not supported by a majority of the employees affected. In giving this decision the Board stated that it found that

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, order and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

there was no evidence of fraud or bad faith on the part of the applicant union as alleged by the intervener.

Request for Review under Section 61(2) Denied

1. North American Van Lines (Atlantic) Limited, Dartmouth and Middleton, N.S., applicant, and Teamsters, Chauffeurs, Warehousemen and Helpers Union, Local 927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent (L.G., Jan., p. 52). The Board denied the request for the reason that it considered that it dealt with the case in a reasonable and proper manner and stated that it is not prepared to vary or revoke its decision to certify the applicant union, nor to grant the request for a hearing, full opportunity for which was given prior to the issuance of certification.

2. International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, applicant, and Atlantic Broadcasters Limited, Antigonish, N.S., respondent (L.G., Jan., p. 53). The request, which was for the transfer of bargaining rights from the International to its Local Union No. 848, was denied by the Board for the reason that the Board has no authority to transfer bargaining rights from one bargaining agent to another.

Applications for Certification Received

1. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Gill Interprovincial Lines Ltd., North Burnaby, B.C. (Investigating Officer: D. S. Tysoe).

2. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Millar & Brown Ltd., Cranbrook, B.C. (Investigating Officer: D. S. Tysoe).

3. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Pacific Inland Express Ltd. Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

4. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Canadian Freightways Limited, Calgary, Alta. (Investigating Officer: D.S. Tysoe).

5. Dairymen, Warehousemen, Cartage-men, Truckers and Helpers of America, Local Union No. 987 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Rice and Trimble Limited, Calgary, Alta. (Investigating Officer: D. S. Tysoe).

6. Dairymen, Warehousemen, Cartage-men, Truckers and Helpers of America, Local Union No. 987 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Gossett and Sons Transport Limited, Calgary, Alta., (Investigating Officer: D. S. Tysoe).

7. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of Empire Freightways Limited, working in and out of its terminals in Saskatchewan (Investigating Officer: W. E. Sproule).

8. The Commercial Telegraphers' Union, Canadian National Telegraphs System, Division No. 43, on behalf of a unit of diesel mechanics employed by the Canadian Railways in its Telecommunication Department (Investigating Officer: T. B. McRae).

9. International Union of Operating Engineers, Local 882, on behalf of a unit of stationary engineers employed by the Pacific Tanker Co., Ltd., Vancouver, B.C. (Investigating Officer: G. H. Purvis).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During December, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Air Line Flight Attendant's Association (Conciliation Officer: G. R. Currie).

2. Kitchener-Waterloo Broadcasting Company Limited, and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae).

3. Baton Aldred Rogers Broadcasting Limited (CFTO-TV) Agincourt, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae).

4. Hector Broadcasting Co. Ltd. (Radio Station CKEC) and Cape Breton Projectionists Union, Local 848 of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: D. T. Cochrane).

5. Baton Aldred Rogers Broadcasting Limited (CFTO-TV) Agincourt, Ont., and Toronto Newspaper Guild, Local 87 of the American Newspaper Guild, (Conciliation Officer: T. B. McRae).

Conciliation Boards Appointed

1. Canadian National Steamship Company Limited (Pacific Coast Service) Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., Dec. 1961, p. 1270).

2. Motor Transport Industrial Relations Bureau (certain member Companies in Quebec) and Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Dec. 1961, p. 1271).

3. Robin Hood Flour Mills Limited, Port Colborne, Ont., and Local 416 of the United Packinghouse Workers of America (L.G., Dec. 1961, p. 1270).

Conciliation Board Reports Received

1. Canadian National Railways (Atlantic, Central and Western Regions) and Brother-

hood of Locomotive Engineers (L.G., Aug. 1961, p. 797). The text of the report is reproduced below.

2. Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions and Quebec Central Railway Company) and Brotherhood of Locomotive Engineers (L.G., Aug. 1961, p. 798). The text of the report is reproduced below.

3. Barnhill's Transfer Limited, Truro, N.S., and Locals 76 and 927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Nov. 1961, p. 1151). The text of the report is reproduced below.

Strike after Board Procedure

Motor Transport Industrial Relations Bureau, Toronto (representing certain Companies within federal jurisdiction) and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Jan., p. 68). Stoppage of work occurred November 26, 1961.

Settlement Reached during Board Procedure

Barnhill's Transfer Limited, Truro, N.S., and Locals 76 and 927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Nov. 1961, p. 1151).

Disputes Lapsed

1. Sabre Freight Lines Limited (Burnaby, B.C. Terminal) and Local 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Nov. 1961, p. 1150).

2. McCabe Grain Company Limited, Edmonton, and Local 514 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., May 1961, p. 473).

3. Tippet-Richardson (Ottawa) Limited, Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (L.G., July 1961, p. 675).

Report of Board in Dispute between

Canadian National Railways and Brotherhood of Locomotive Engineers

The Board of Conciliation and Investigation appointed under the Industrial Relations and Disputes Investigation Act to deal with the dispute between the Canadian National Railways and the Brotherhood of Locomotive Engineers (Atlantic and Central and Western Regions) met the parties in Montreal on August 8 and 9 and on September 19, 20 and 21, and again on September 27, 1961. The members of the Board were present at all meetings except the meeting of September 27, and at this meeting Mr. Lapointe wasn't present, and the parties were engaged all the day of September 27 in an effort to conciliate the matters in dispute. The Board also met in Montreal on November 9 in executive session to discuss the recommendations to be made.

The Brotherhood on opening the contract asked for many amendments to the contract. Both the Brotherhood and the Company submitted lengthy briefs in support of their requests for amendments and as well submitted rebuttal statements in connection with all the issues raised.

The Board finds it necessary to report on all issues because, although a serious effort was made to conciliate the issues in dispute, it wasn't successful in so doing. The Board, therefore, will first report on the requested amendments (all except salary increases) as put forward by the Brotherhood and then on the requested amendments as put forward by the Company, and will then deal with the question of salaries.

Requests

1. Yard Service

Under this request the Brotherhood is asking that a locomotive engineer in yard service starting to work between the hours of 12 noon and 5.59 p.m. receive an additional 5% in basic rates of pay for each shift, and that the locomotive engineer starting to work between 6.00 p.m. and 5.00 a.m. will receive an additional 10% in basic rates of pay for each shift.

Differentials in shift work, afternoon and evening, are quite common in industrial labour contracts, the basic theory being that when an employee is required to work during hours other than what is considered normal working hours, he should be paid additional compensation. In other words,

the ordinary 8.00 a.m. to 5.00 p.m. hours of work are considered normal, and if work occurs at other hours, because of the interference with family life or leisure time, often a differential for such off-hours work is paid. In some companies, who don't normally have a second or third shift, the additional pay acts to some extent as an incentive for the company not to schedule work during "off" hours.

There are, however, other companies who are on a two- or three-shift operation steadily. The locomotive engineer in yard service must perform work on a 24-hour basis, and sometimes work is performed seven days a week. However, the most senior man is entitled to pick his hours, and if the most senior man, or men, desire a day-time shift, they receive it through the exercise of their seniority. Also, because junior men, no matter how junior, receive the same rate of pay as senior men, the Railway submits that the engineer is already receiving what amounts to a differential because the senior man has the choice of the assignment, and the junior man gets pay equal to that of the senior man if he is working on an afternoon or evening shift. This arrangement is quite different from that found in industrial trades generally.

Recommendation—The Board is of the opinion that because of this, and because of the substantial extra cost involved, it should not recommend that the Brotherhood request be granted.

During December, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian National Railways and the Brotherhood of Locomotive Engineers.

The Board was under the chairmanship of His Honour Judge J. C. Anderson of Belleville, Ont. He was appointed by the Minister in the absence of a joint recommendation from the other two members, T. R. Meighen, Q.C., and Marc Lapointe, both of Montreal, nominees of the company and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the Report of the Board, was submitted by the Chairman and Mr. Meighen. The minority report was submitted by Mr. Lapointe.

The majority and minority reports are reproduced here.

2. Annual Vacation with Pay

This request is that an employee who at the beginning of the calendar year has completed 25 years' continuous service and who has rendered compensated service in 250 calendar months, calculated from the date of entering service, will be allowed one calendar day's vacation for each 13 days worked and/or available for service or major portion of such days during the preceding calendar year with a maximum of four weeks. Compensation for such vacation will be 8% of gross wages of an employee during the preceding calendar year.

Recommendation—The Board recommends that employees who have completed 25 years continuous service be allowed four weeks vacation with pay, and that the compensation for such vacation will be 8 per cent of the gross wages paid the employee during the preceding calendar year. The actual wording necessary to put this vacation rule into effect should be left to the parties to work out between themselves.

3. M.U. Cars

This request is that locomotive engineers handling M.U. cars be paid on the basis of total weight on drivers of all units used in the train handled.

This request affects the electric locomotives that are used in the tunnel in Montreal, and there are about 11 or 12 engineers affected. The runs are short runs and on many occasions, in addition to the trolley car or cars, which receive the power, other cars are hauled as trailers. This is a special type of service and is not duplicated anywhere else on any other Canadian railway. The continuous time on duty is relatively short, and according to the submissions made, many engineers prefer this type of work because they have certain time off in the city of Montreal between runs.

Recommendation—In view of the recommendations made here later having to do with general increases, the Board does not see fit to recommend that this request of the Brotherhood be granted.

4. Passenger Service

The Brotherhood request that overtime in all passenger service be paid at the rate of 20 m.p.h.

This request affects locomotive engineers assigned on short turn passenger service (no single trip of which exceeds 80 miles) who are presently paid at an overtime rate of 12½ miles per hour. In straight-away or long turn-around service overtime is computed from time of departure from initial passenger station until time of arrival at final

passenger station, on a speed basis of 20 miles per hour, and doesn't come into effect until the time exceeds the miles run divided by 20.

In other words, in passenger runs of 150 miles, overtime would begin at the expiration of seven hours and thirty minutes plus the time at the initial terminal, but in short turn-around passenger service, no single trip of which exceeds 80 miles, overtime is paid at the rate of 12½ miles per hour at *pro rata* rates and does not begin until the expiration of eight hours, when the release from duty at any point does not exceed one hour.

Historically, the basic day in regular passenger service has not been applied to suburban and branch line commuter service. As the Board understands it, an engineer receiving overtime in short turn-around service receives such overtime payment in addition to any miles run. An example was given to the Board as follows: an engineer reporting for duty at 8.00 a.m. would, if released for a full hour during the day, commence drawing overtime payment at 5.00 p.m.

If that engineer were held on duty until 7.00 p.m., two hours overtime would be paid at 12½ miles per hour for a total of 25 miles, and if during the same two hours between 5.00 and 7.00 p.m. the engineer ran a distance of 60 miles, payment of the 60 miles would be made over and above payment required for the 25 miles overtime.

It is submitted that if it can at all be avoided, an engineer would not be kept on overtime unless required to travel, and if he is required to travel, he receives a payment for the miles run together with overtime at the rate of 12½ miles per hour for the length of overtime required by the Railway. In other words, the engineer who runs 60 miles during two hours' overtime receives 85 miles credit in wages, or an average in excess of 40 miles per hour. The present rule having to do with payment of overtime in this class of service, the Board was told, is a standard rule on the North American continent.

Recommendation—In view of the fact that the engineer, when held for overtime service, if he doesn't run receives pay at the rate of 12½ miles per hour while not working, and if working receives pay for the miles run plus the overtime payment of 12½ miles per hour, the Board does not see fit to recommend that the Brotherhood's request be granted.

5. Preparatory and Inspection Allowance

This is a request for the deletion of Article 3-A and 4-D of the Contracts, and thereby grant locomotive engineers preparatory and inspection time on all classes of service.

According to the submissions made to the Board, arbitrary payments have never been made to engineers on electric locomotives, in electric car or motor car service or on diesel locomotives operated in short turn-around passenger service. It would seem to the Board that this proposal would institute arbitrary payments in certain types of service for duties which are largely non-existent.

Recommendation—The Board does not see fit to recommend the Contract be changed to meet the Brotherhood's request in this regard.

6. Statutory Holidays

This request is that locomotive engineers in road service be paid for working on statutory holidays and in the same manner and to the same extent as the locomotive engineers in yard service are now paid.

The locomotive engineers in yard service are generally assigned to an eight-hour day, five or six days a week, and paid on an hourly basis. Road service engineers are generally of two classes, passenger and freight. Because of the dual basis of pay, road service employees are in one sense piece workers, and earn various mileages per day, depending on their trip or assignment, and the Board is told that it is not uncommon for road service engineers to earn two or more basic day's pay in one day elapsed time.

According to the Company's submission, the average number of hours worked per week for a locomotive engineer in 1960 in passenger service was 33 and in freight service 37.6.

Statutory holidays in industrial trades are almost universal, and the reason for granting them originally was to provide additional leisure without loss of pay, although it seems to be admitted that in some instances now, especially where companies must work on statutory holidays because of the requirements of the operation, penalty payments for work on statutory holidays amount in effect to an increase in pay.

The granting of statutory holidays to engineers in road service could not result in providing more leisure time for the locomotive engineers, due to the fact that the nature of the industry is such that road engineers would not be released from duty on statutory holidays. It is true that road engineers can't as a rule have their leisure time on statutory holidays, and therefore

can't enjoy these holidays with their friends, but at the same time, they do, on the average, have more leisure time than the average industrial worker.

The Board is told that nowhere in Canada or in the United States do road service employees receive statutory holiday pay.

Recommendation—In view of the foregoing, and the factors mentioned hereunder relating to increase in pay, and in view of the fact that to recommend payment for statutory holidays would be a completely new departure in North American railway practice, the Board is not prepared to recommend that this request of the Brotherhood be granted.

7. Held at Away-from-home Terminal

Unassigned locomotive engineers are now paid for all time held at away-from-home terminal after 16 hours, and under this request locomotive engineers are asking that they be paid for all time held at away-from-home terminal after 12 hours at the same rate as the last service performed.

In assigned service, each run has a designated time and day of departure both at home and away-from-home terminals, and lay-over varies considerably. Some are short and some last over 16 hours before the return trip begins. It is apparent that in many instances several basic days' pay may be earned from the time the engineer leaves home until he returns.

There is a certain protection presently given to the engineers, because the present rule requires payment of a basic day for each 24-hour cycle held at an away-from-home terminal.

The Brotherhood's proposal also calls for payment at the same rate as the last service performed, in place of the minimum passenger rate now paid. The Company submits that the minimum passenger rate provides adequate compensation, since no work or responsibility is involved in the lay-over time, and if the engineers have out-of-pocket expense during the lay-over time, they are allowed to deduct such expenses for income-tax purposes.

Recommendation—The Board is of the opinion that this request would involve great cost and has come to the conclusion that the present rule is not unreasonable. However, since the Eastern agreement contains a provision for pay under certain circumstances while assigned engineers are held away from the home terminal, the Board is of the opinion that the present Eastern rule should be incorporated in the Western contract. The present Eastern rule reads as follows:

"B"—Assigned Engineers Held Away-from-home Terminal

Except in cases of wrecks, snow blockades or washouts on the sub-division to which they are assigned, engineers on assigned runs held away-from-home terminals waiting their trains, delayed beyond the advertised time of departure, will be paid for the time so held if more than seven hours. Seven hours or less not to count. If over seven hours, to be paid twelve and one-half (12½) miles for each hour over the said seven hours at minimum passenger rates for the first eight (8) hours in each subsequent twenty-four (24) hours so held. Time to be submitted on a separate time return."

8. Switching en Route

This request is that locomotive engineers in through-freight service be paid for all time occupied in lifting and setting off cars en route.

At the present time in through-freight service, when hours on duty exceed the miles run, engineers receive additional compensation for performing work en route by reason of the dual system of pay. According to the Company's submission, the dual basis of pay in its present form was the result of a report of the Eight-Hour Commission, U.S.A., 1916, which led to the McAdoo Award (General Order 27) of 1918.

The Company also submits that the principles involved in this Award were adopted in Canada in 1919 in whole in the East but only in part in the West, and that this Award established the basic day of 100 miles or less, 8 hours or less, and contemplated that in this wage structure, acts such as lifting or setting off cars en route, would be considered as part of the work covered by the basic day's pay, (Supplement 24, to General Order 27).

At the present time, when switching en route exceeds a certain number, the so-called conversion rule comes into play, and by reason of the switching the through-freight engineers get an extra rate. The Brotherhood's brief submits that while switching is going on, no route mileage is being covered and therefore no piece work is being done, and therefore the miles or hours rule is not being observed.

This may to some extent be so, but the engineer is presently protected by the conversion rule.

Recommendation—The Board does not see fit to recommend that this request be granted.

9. Switching at Terminals and Turn-Around Points

This is a request that engineers in road service, who are required to perform switching at terminals and turn-around points, be paid on a minute basis at yard rates for the time so occupied.

The Brotherhood submits that this request has been made necessary because of the increasing tendency on the part of the Company to require engineers on road service to perform yard switching, and that this has resulted in cancelling yard assignments at some terminals, and further, has resulted in road engineers performing switching at a rate of approximately 15% less than that paid locomotive engineers in yard service.

The Eastern agreement provides for payment of all time occupied in switching at terminals on a minute basis at the rate applicable during the trip, but no provision is made for switching payments at turn-around points except under the conversion rule, and the Western agreement provides for payment for switching at terminals and turn-around points on a minute basis at the rate applicable to the road trip. The Brotherhood would thus seek to extend the Western rule to the East and introduce yard rates into road service.

While this report does contain certain recommendations for rule changes, which would make the rules prevailing in the East and West comparable, it does not purport to generally deal with the problem of recommending uniform rules for the East and West on a comprehensive basis. It is the Board's view that while it is desirable, it can be better dealt with by the Company and the Brotherhood during the existence of a contract, where the cost and all the pros and cons of the desirability of uniformity of rules can be dealt with in a leisurely fashion, free from the urgencies of bargaining for a collective contract.

Recommendation—For these reasons the Board does not see fit to make any recommendations with respect to this Brotherhood request.

10. Rest on Road

Locomotive engineers in road service be permitted to book rest en route after eight hours on duty.

According to the Brotherhood's submissions, the exacting nature of a locomotive engineer's duties being such that he must at all times be alert for signals such as order boards, lock signals, station protection signals, slow train signals, flagmen, etc., and must closely observe all orders and speed restrictions, he needs a right to book rest after eight hours in cases where he feels fatigued.

The Brotherhood points out that a locomotive engineer is required to sit at his locomotive with his feet on the deadman control and be ever alert and watchful of his engine and train, and at the same time be on the lookout for all kinds of signals as well as watching his train for difficulties, and that when he has completed an eight-hour tour of such exacting duty, he has earned the right to a rest period.

On the other hand, the Company points out that the present rule provides for taking rest en route after having been on duty 12 hours, and that in all classes of service the rules provide for men to be judges of their own condition and that even with the present 12-hour rule, in some instances employees have booked rest for reasons other than fatigue.

The Company points out that many employees, on arriving at a terminal after having been on duty for several hours, don't book rest as they are entitled to do under the rules, but start the home bound trip again, thus "doubling the road", in railroad parlance, and in some cases the elapsed time without rest may total from 14 to 16 hours.

The Company also points out that instances are common where the Brotherhood's representatives have requested the Company's management to adjust regular assignments so that the employees may be able to double back at the turn-around point. The Company asserts that if the Brotherhood's request were granted, it would have the effect of curtailing the operation of trains over two sub-divisions.

The Company further submits that the modern diesel is equipped with every comfort and convenience, namely, cabs are weather tight and maintain an even temperature, and the engineer's seat is comfortable and controls are all conveniently located, and that he has very little physical work to perform. The Company says further that in the days of steam power, engineers were content to work under the 12-hour rest rule.

It is commonly known that while some industrial trades provide that overtime is optional on the part of the employee, most industrial trades require certain overtime to be worked if scheduled by the Company. In railroad work the engineer sometimes completes a trip in less than eight hours and in many such instances the Company does not have the right to put him to work to fill out the full eight-hour period. In many instances the employee works less than eight hours on a trip, and in other instances he may work more.

The Board of Transport Commissioners is empowered to limit or regulate the hours of duty of engineers, with a view to the safety of the public and of the employees. If it became apparent to the Brotherhood, that in many instances the requirement stating that engineers may be called upon to work 12 hours without booking rest is contrary to the safety of the public and of the employees, representations can be properly made to the Board of Transport Commissioners for a change.

Recommendation—To change a rule to allow an employee to book rest at his own discretion after eight hours work, might very seriously interfere with the Company's operations, and until the Brotherhood can bring forward more specific instances of undue fatigue being encountered by reason of the necessity, at times, of the engineers remaining on duty for 12 hours, the Board does not see fit to recommend any such drastic change as the Brotherhood requests.

11. Insurance

The Brotherhood requests that the life of every locomotive engineer be insured while on duty for \$10,000 and the premium to be paid by the Company, and in support of this request, it alleges that the work performed by the locomotive engineer is of a hazardous nature.

While it is true that the engineer's work might become very hazardous if he is not constantly alert, it would appear that the mortality rates in various occupations do not indicate that the mortality rate of engineers was higher than the rate of other classes of employees as shown by the British insurance companies' mortality rates in various occupations.

There was nothing brought forward to indicate that underwriting accident insurance for locomotive engineers would cost more than normal rates for such accident underwriting in other occupational classifications. The Company points out that the premium cost to the Company, if the request were granted, would be in the neighbourhood of \$325,000, and that no other group of Company employees is covered by insurance while on duty, at the Company's expense.

Recommendation—This is a cost item, and the Board is of the opinion that there is no justification for it based on the allegation that the engineer's occupation is extremely hazardous, and therefore it does not recommend that this request be granted.

12. Steam-generator Cars

The request is that locomotive engineers be paid 35 cents per 100 miles for each steam generator car handled when attached to the locomotive.

The steam-generator car is a unit which uses generators to produce steam heat for railway passenger equipment. The unit is coupled directly behind the locomotive, sometimes further back. There are steam generator units housed in A and B type diesel passenger locomotive, and engineers handling A and B type passenger diesels so equipped are not paid extra because of that fact.

In August, 1960, an agreement was reached with the Brotherhood whereby a locomotive engineer in road service would be paid 35 cents per ticket for each steam generator unit coupled in the locomotive consist for any portion of the trip. As the Board understands it, this memorandum agreement referred only to payment to locomotive engineers on the Atlantic and Central Regions of 35 cents per trip for each steam generator car attached to his locomotive.

While it may be that the steam generator cars are not strictly a part of the locomotive or necessary in any way for its operation, by reason of the change-over to diesel locomotives, separate steam generators had to be provided to supply heat to passenger trains. Formerly the heat for passenger trains was provided from the steam locomotive.

Recommendation— The Board recommends that the Memorandum of Agreement now operating with respect to the Central and Atlantic Regions be extended to the Western Regions, and that the engineer, instead of receiving an additional 35 cents per trip for each such steam generator attached to his locomotive, receive 40 cents per trip for the first steam generator attached to the locomotive and 35 cents per trip for each subsequent steam generator attached to his locomotive consist.

13. Deadheading

The Brotherhood's request is that Article 61 of the Atlantic and Central Regions schedule covering deadhead movement apply to the Western Region.

The term deadheading describes the travel of the engineers from one point to another for the purpose of performing service at some other point, and returning to the home terminal after work at the away-from-home point is completed. The Eastern deadhead rule reads as follows:

"Article 16. A—Deadheading

Deadheading or travelling passenger on railway business with the proper authority will be paid for as follows

- (1) Deadheading paid separately from service will be computed on the basis of miles or hours whichever is the greater, with a

minimum of one hundred (100) miles, overtime *pro rata*, at the minimum rate applicable to the train on which the engineer travels.

- (2) When deadheading is coupled with service paid for at road rates, such deadheading time and any dead time will be taken into account with the time occupied in other service when computing overtime, and the time or mileage will be paid for at the highest rate applicable to any class of service performed with a minimum of one hundred (100) miles.
- (3) When deadheading is coupled with service paid for at yard rates, such deadheading time and any dead time will be paid for separately for the time occupied in yard service, miles or hours whichever is the greater. If deadheading is performed on a passenger train it will be considered as passenger service, and if on a freight train as freight service."

Deadhead rule in the Western Regions reads as follows:

6.10—Deadheading

- (a) Deadheading on Company's orders will be paid actual miles at minimum passenger rate, actual miles or hour to count, figured from time ordered for to time of arrival (Minimum Day except in case of continuous service).
- (b) Deadhead time will not be paid to men going to or coming from outside points when the movement is due to relief being furnished engineers in accordance with mileage regulations or as a result of the application of the 5-day work week in yard service.
- (c) Deadhead time will not be paid when moving from one home terminal to another home terminal in the exercise of seniority.

The Western rule provides that engineers when deadheading are paid at minimum passenger rates regardless of whether the deadhead service is performed on freight trains or passenger trains.

The Brotherhood submits that the number of passenger trains operating is steadily being reduced, and that accordingly more deadheading must be performed on freight trains with the length of time required to complete the trip increased, and the request is that locomotive engineers required to deadhead will be paid at the minimum rate applicable to the train on which the deadhead is performed.

Recommendation— The Board is of the opinion that the benefit of the Eastern rule should be applied in the West now without waiting for a comprehensive review of East and West rules taking place.

14. Final Terminal Time

The request is that Article 7 of the Atlantic and Central Region schedule apply to Western Region.

According to the Brotherhood submissions, the Western Region locomotive engineers have operated under a very brief rule which designates payment for final terminal delay, and disputes have arisen and local agreements have been drawn up to take care of the local disputes, and the Brotherhood says that with the installation of centralized traffic control and the building of new electronic hump yards, it is more difficult to sensibly apply the Western rule.

The Eastern-agreement rule requires payment of time-and-a-half for overtime, but the Western-agreement rule does not. It would appear that time-and-a-half has never applied in the Western agreement, and under the McAdoo award, old rules, except those applying at initial and final terminals, in conflict with payments of single time, were to be relinquished if the concessions which the award made, including time-and-a-half for overtime, were to be made effective in their entirety.

This Brotherhood request, while having some merit, is tied up with the larger problem of trying to work out an agreement satisfactory to the Company and the Brotherhood which will bring about uniformity of East and West rules.

Recommendation—The Board is of the opinion that this request is one which should be again considered, with the Company and the Brotherhood each attempting to achieve uniformity in rules.

15. Transportation

This request is that locomotive engineers relieved at a point other than that from which they started the day's work, will be furnished transportation and returned to starting point, and will be considered as in continuous service until the arrival at such starting point.

In support of the request for this rule, the engineers submit that since they are usually furnished with lockers at the point where they report for duty, they leave their street clothes in the lockers while on duty, and if they travel to starting point in a car they leave the car nearby, and so on completion of the trip at the end of the day's work, they must return to the point from which they started to get their clothes and their car.

The Brotherhood says that in many large terminals there is more than one place where a locomotive engineer may be required to report for duty, and frequently the engineer is required to get his engine at point A and on the return trip to deliver the locomotive at point B, sometimes 10

or 15 miles apart. The engineer is then required to travel by public transportation available back to the point of starting in order to secure his clothing, and the Brotherhood submits that often transportation is not available.

It would appear that while the Brotherhood's request does not definitely say so, this request has mostly to do with engineers working in yard service. From the Company's point of view it would appear that the rule as requested would be impracticable, because the work is often done in many small yards and sometimes the work of successive crews involves moving from one part of the terminal to another, or from one yard to another, and such crews frequently come on duty at one point and are off duty at another.

The Company submits that if it had to meet all the contingencies connected with the proposal, and return employees at the end of the shift to the point where they went on duty, each locomotive might be involved in unproductive service. It would appear that the importance of this request arises because of the situations which may exist in large terminals such as Montreal, Toronto, Winnipeg and Vancouver. The Company says that the difficulties which the Brotherhood envisages can best be taken care of by local arrangements.

Recommendation—The Board is of the opinion that the Company's view of this is the correct one, but it is also of the opinion that where employees come on duty at one place and off duty at another some distance away, it should be the responsibility of the Company, in the event that public transportation is not readily available, to provide transportation for employees back to their starting point.

16. Work Train Guarantee

The Brotherhood wants Article 5.5 of the Western Region to read as follows: "Engineers assigned to work-train service will be allowed one day for each 24 hours so held, whether at or away from home terminal, except as otherwise provided in Article 5.8."

The Western Region agreement now provides for a guarantee payment when the engineer assigned to work-train service is held at an away-from-home terminal, but when an engineer assigned to a work-train service is held at his home terminal, there is no guarantee payment provided for him. The Brotherhood's request is that since the engineer is held he should have a guarantee payment apply at the home terminal as well as at the away-from-home terminal.

This points up still another difference between the schedules in the Eastern and Western agreements. The Company says that the rule was designed to reimburse engineers on work-train service for out-of-pocket expense when away from their home terminal.

Recommendation—This, in the Board's view, is another rule request which should be considered when the Company and Brotherhood get around to working out an arrangement to achieve uniformity between the rules of the East and West, and the Board therefore does not at the present time recommend any change in this rule.

17. Other Positions—Seniority Rights

This request has to do with the desire of the Brotherhood to be able to have engineers retain their rights on the seniority lists and be granted leave of absence if the Brotherhood asks that they be granted leave of absence.

The Brotherhood would have the Eastern rule read: "Engineers accepting a position of salaried chairman or other position with the Brotherhood or an official position with the Railway, shall be granted leave of absence if required, and retain their seniority rights", and the rule the Brotherhood desired in the Western Region schedule, "Engineers accepting official positions in the Company service or employed by the Brotherhood of Locomotive Engineers will be granted leave of absence if required and retain their rights on the seniority list."

At the present time the rule in the West reads as follows:

"Engineers accepting official positions in the Company service or employed by the B. of L.E. will retain their rights on the Seniority List."

And the rule in the East reads as follows:

"Engineers accepting a position of salaried chairman or other position with the Brotherhood or an official position with the Railway Company shall retain their seniority rights."

Recommendation—The Board is of the opinion that this rule should be re-drafted and made uniform as between East and West, and that it should be written in such a way as to give leave of absence to full-time Brotherhood employees who are engaged in servicing the collective agreement between the parties. Notwithstanding the fact that the Company may feel that it has a right to refuse leave of absence under the terms of the present agreement, the Board also is of the opinion that, if as the Brotherhood asserts, the Company has refused leave of absence of the Brotherhood employee by the name of F. C. Lutes,

who has been on leave of absence as a special representative of the Brotherhood for 11 years, this leave of absence should be granted provided Mr. Lutes, while employed with the Brotherhood is doing exactly the same work as he has been doing for the last 11 years while he has been on leave of absence.

18. Homes—Compensation for Moving

This request is that when a locomotive engineer is forced to move away from his home terminal, to exercise his seniority to enable him to work because of Management's desire to run trains through two subdivisions or through existing home terminals, or through former turn-around points, that such engineer should be compensated by the Company for the moving of his household effects, and further, should be compensated for monetary loss arising from the forced sale of his home.

This whole knotty question of whether or not employees should be compensated in circumstances where, because of changing working conditions, they may be required to move to other towns or localities, if they are to keep their jobs, has now reached the discussion stage in the Canadian Parliament. Recently the Minister of Transport announced to the House that this whole question will be referred to a parliamentary committee at the next session for investigation and report. The matter that the Brotherhood raises in this request is a most complicated one, and could be extremely costly if the Brotherhood's request were granted. On the other hand, there are many arguments which the Brotherhood has advanced to show that in some circumstances, the employee's plight when forced to move because of operational changes, should to some extent and in some way be alleviated by some form of compensation.

Recommendation—In view of what has been stated above, because this whole matter will shortly be considered by parliamentary committee, the Board does not see fit to make any recommendation with respect to this request.

19. Basic Rates of Pay

This will be dealt with at the end of this report.

20. Preparatory Time

The request is that locomotive engineers be allowed thirty minutes preparatory time for one unit, plus ten minutes for each additional unit in the locomotive consist, and in support of its request the Brotherhood reviewed before the Board all of the work which the engineer is required to perform before starting out with his engine.

The board has before it a request for elimination of the preparatory time arbitrary, and this request amounts to an extension of the preparatory time arbitrary.

Recommendation—In view of the recommendations dealing with this section of the Company's request relating to arbitraries, suffice it to say that the Board does not see fit to recommend the change the Brotherhood desires with respect to increasing preparatory time arbitrary.

21. Long Runs

The Brotherhood's request that two engineers be employed on all runs over 200 miles in either freight or passenger service.

The Brotherhood says that by reason of the time made in operating more than 200 miles, the engineer, who is required to remain in a fixed position sometimes for a period of 6 hours or more, and at the same time be completely alert for all signals, orders, etc., is working under severe mental and physical strain. The Brotherhood says the engineer is not able to stretch his legs, walk around the car, nor have a meal, and is not even able to rest his eyes, and further, it requests that if runs are more than 200 miles, they should be manned by a second locomotive engineer.

The Company, on the other hand, says that this request is simply an attempt on the part of the Brotherhood to prohibit, or at least limit, the Company's desire to run through two sub-divisions. The Company asserts that in the days of steam power, a day's run for a steam engine was 100 to 125 miles, and round-house facilities were thus spaced this distance apart, but that since diesel power does not require frequent servicing, it may be run 300 miles or more without being fuelled. It is submitted by the Company that at the present time some engineers operate assignments on sub-divisions in excess of 100 miles in length, and for their own convenience double back with little or no rest at the turn-around, thus accumulating up to 300 miles without booking rest.

It is also submitted by the Company that many of the runs which exceed 200 miles are sometimes preferred by the employees because the assignments have regular starting time, and this helps the employees to arrange sufficient rest before starting on their trips.

Recommendation—The Board is of the view that since no specific examples of undue fatigue being experienced by engineers who are required to run in excess of 200 miles have been brought to the attention

of the Board, and since this matter is related to the matter of hours on duty before booking rest, which has already been dealt with, the Board is of the opinion that it should not at this time make any recommendation in favour of this request.

Company's Proposals

The Company's first proposal reads as follows:

1. Atlantic, St. Lawrence & Great Lakes Regions, Excluding Newfoundland Area

Eliminate all references to arbitrary allowances (Preparatory Time—Articles 3-A, 7-C, 8-C; Inspection Time—Articles 4-D, 7-H, 8-E; Change-off Allowances on Locomotives operating through Terminals—Articles 3-B, 7-D; Allowance when Work Trains Tied Up Away from Terminal—Article 11-B; Housing and Taking Locomotives Out—Article 18) and provide that locomotive engineers in all classes of service will be compensated on the actual minute basis from the time required to report for duty. Such time to be paid for at *pro rata* rates and used to the extent necessary to make up the basic day.

Prairie and Mountain Regions

Eliminate all references to arbitrary allowances (Preparatory Time—Articles 2.8, 3.8, 4.10, 5.3; Inspection Time—Articles 2.12, 3.15, 4.12, 5.4; Change-off Allowances on Locomotive Operating through Terminals—Articles 2.9, 2.12, 3.9 3.15; Article 5.4; Housing and Taking Engine Out—Article 6.22) and provide that locomotive engineers in all classes of service will be compensated on the actual minute basis from the time required to report for duty. Such time to be paid for at *pro rata* rates and used to the extent necessary to make up the basic day.

This proposal has to do with the elimination of arbitrary allowances.

It will be recalled that the Brotherhood had requested certain increases with relation to arbitrary allowances. The arbitrary allowances are payments to which engineers are entitled for certain periods of time before the commencement of the trip and at the end of the trip, and for certain time when engines run through terminals.

The Company submits that the situation on its railroad is parallel to that existing on the Canadian Pacific Railway and that certain arbitrary allowances have been changed on the Canadian Pacific Railway, and that the changes have been in force for some considerable time. The Kellock Commission dealt with arbitrary allowances, and in general made certain recommendations after coming to the conclusion that the agreements concerning arbitraries should be dropped, and that the collective agreement should be amended to provide for payment for the time required for the performance of the actual service.

The Brotherhood submits that because the arbitrariness have been in existence for a considerable number of years, they must now be considered as part of the wage structure and that to change the allowances for arbitrariness would in effect be changing the wage structure.

Recommendation

Road Service—Since certain arbitrariness have been changed on the C.P.R. and the Northern Alberta Railway, the Board is of the opinion that certain arbitrary allowances should be changed, and that the new agreement be made to conform to those presently in force on the C.P.R. and N.A.R.

The Board therefore recommends that effective as of January 1, 1962, in road service there be 15-minute preparatory and inspection time, and that the arbitrariness for the forthcoming contract should be made to conform to those presently in force on the Canadian Pacific Railway and the Northern Alberta Railway.

1. *Shop Preparatory.* The Board recommends that effective as of and from January 1, 1962, the shop preparatory time be reduced from 30 to 15 minutes.

2. *Run-Through Preparatory.* The Board recommends that 15 minutes be allowed for run-through preparatory. This means that there is no change recommended in the Eastern agreement, but that in the Western agreement the change means that the run-through preparatory time is to be reduced from 45 to 15 minutes.

3. *Shop Final Inspection.* The Board recommends that this time be 15 minutes. This means a reduction from 20 to 15 minutes in the Eastern agreement and from 45 to 15 minutes in the Western agreement.

4. *Run-Through Inspection.* The Board recommends that this be 15 minutes. This is a reduction from 45 to 15 minutes in the Western agreement and no change to the Eastern agreement.

Yard Service—The Board recommends 10 minutes preparatory time in yard service, and 10 minutes final inspection time. This is reduced from the previous allowance of from 15 minutes for preparatory and 15 minutes for final inspection in yard service. Such reduced time allowances for the above arbitrariness will be paid for at *pro-rata* rates and used to the extent necessary to make up the basic day.

Work Train Service—The allowance upon completion of a day's work when tied up at away-from-home terminal or at-home terminals, will be reduced to 15 minutes.

2. Atlantic, St. Lawrence & Great Lakes Regions Excluding Newfoundland Area

Revise to read:

Definition of a Separate Run: Engineers used out of or at initial or final terminal to perform service other than that in connection with their train, before commencing or after completing trip, will be allowed a separate day for such work. It is understood that on branch runs, or at terminals where no yard engine(s) is on duty, road engineers may be required to do yard switching, and will be considered as in continuous service. Passenger crews will not be required to do freight switching.

The present rule simply says that engineers used out of or at initial or final terminal to perform service other than in connection with the trip for which they were called, before commencing or after completing such trip, will be allowed a separate day for such work . . .

The Company's request for this revision, if granted, means that engineers used out of or at initial or final terminals, would have to perform service in connection with their own train. This proposal should be considered along with Company proposal No. 3, which reads as follows:

3. Article 7—Atlantic, St. Lawrence & Great Lakes Regions, Excluding Newfoundland Area.

Revise to read as follows:

G—Release at Final Terminal:

Engineers on arrival at objective terminal after performing switching required in connection with their own train and putting their train away (including caboose) will be considered released from duty. Should they be required to perform other work when yard engines are on duty or to make short runs out of the terminal they will be paid one hundred (100) miles for such service. It is understood that where no yard engine is on duty road engineers will do yard switching and will be considered as in continuous service.

Proposal No. 2 would remove the limitation in the rule at present that prohibits road crews in passenger service from doing switching in connection with their own train, and proposal No. 3 would remove a similar limitation having to do with freight service.

At present the rule doesn't even permit road crews to make switches in connection with their own train to the extent of putting away their own caboose at the final terminal if a yard engine is on duty.

The Company urged the Board to recommend the revision suggested in the interests of efficiency, and submits that because there is no functional difference between the road and yard work, that its services should not be separated by an iron curtain by some specific place or location of work alone.

On the other hand, the Brotherhood submits that to require passenger engineers to perform yard switching, even with their own train, after the arrival of their train at its final terminal, would mean that the carrier could hold an engineer on duty for hours after completing his trip, and that such work would be performed at the yard-switching rate of some 25 per cent less than the locomotive engineers in assigned yard service receive. Also, because present Article 7(g) gives complete flexibility where switching is required at terminals where no yard engine is on duty, there is no need to hold engineers for this purpose, and if he were so held he would be performing work after he has yarded his train at a rate of some 15 per cent less than that of locomotive engineers in yard service.

Recommendation—In view of the fact that the Company's request is limited to the right to ask engineers to perform switching connected with their own train, the Board is of the view that the Brotherhood's criticism of the request is not fully justified. In view of the increases in pay herein later recommended, the Board recommends that this request of the Company be granted.

4. Article 2—Atlantic, St. Lawrence & Great Lakes Regions, Excluding Newfoundland Area

Revise to read:

F—Called for Straight-Away or Turn-Around Service:

1. Engineers will be notified when called whether for straight-away or turn-around service and will be compensated accordingly. Such notification will not be changed after leaving the initial terminal unless necessitated by circumstances which could not be foreseen at time of call such as accident, locomotive failure, washout, snow blockade, or where the line is blocked.
2. Engineers may be called for turn-around service only when the distance from the initial terminal to the turn-around point is one hundred (100) miles or less.

Article 7—Atlantic, St. Lawrence & Great Lakes Regions, Excluding Newfoundland Area

Revise to read:

- A—(3) Engineers will be notified when called whether for straight-away or turn-around service and will be compensated accordingly. Such notification will not be changed after leaving the initial terminal, unless necessitated by circumstances which could not be foreseen at time of call such as accident, locomotive failure, washout, snow blockade or where the line is blocked.
- A—(4) Engineers may be called for turn-around service only when the distance from the initial terminal to the turn-around point is one hundred (100) miles or less.

The Board was advised by the Company that it understood that the above request had been accepted in principle by the Brotherhood, but the Brotherhood said before the Board that the request had not been accepted.

It would appear further that this matter is one which is best capable of satisfactory solution if it is resolved in direct negotiation between the parties.

Recommendation—For these reasons the Board does not see fit to make any recommendation in connection with the above request.

5. Article 9—Atlantic, St. Lawrence & Great Lakes Regions, Excluding Newfoundland Area

D—Switching at Terminals and En Route:

Engineers coming in from snow plow trips will not be required to do any switching at terminals, except to put their own train away if no yard engine is immediately available. At points en route, engineers will not do any switching except when necessary to move cars in order to plow out a track or tracks, or to spot rush cars, unless plowing has been discontinued and the plow is being handled dead.

The present rule reads as follows:

"Engineers coming in from snow plow trip will not be required to do any switching at terminals except to put their own train away if no yard locomotive is immediately available. At points en route engineers will not do any switching, except when necessary to move cars in order to plow out a track or tracks."

The Company in its submission states that with the advent of diesel, the snow-plow train crews are no longer confronted with a condition in which they are wet and uncomfortable when they return from a trip, and that the Company should be allowed certain versatility at certain times in the use of the snow-plow engineer. It also points out that the Western crews already perform the service that the amendment to the Eastern contract would allow the Company to require the Eastern engineers to perform.

On the other hand, the Brotherhood submits that many diesel locomotives have poorly fitting doors and poorly-fitting weather stripping, and that as a result thereof, the snow conditions in engines operating in snow-plow service are not much better than formerly.

The Brotherhood also states that the rule was tested by the Brotherhood in Canadian Railway Board of Adjustment case No. 708, in which the carrier claimed the right to, and did force, the locomotive engineers to haul trains from the turn-around point back to the initial terminal. Further, the Brotherhood stated the Board had ruled that the

Company was in error and upheld the contention of the employees that such practice was improper, and that to require engineers, who are often subjected to a thorough wetting in handling the plows, to keep on working in switching a train and hauling it over the road, would mean they would have to work with the windows open in severe weather at a time when their clothes are wet.

Recommendation—While the Board has some sympathy with the Company's anxiety to increase the versatility of the engineers, as the granting of this request would, this request is another one seeking a rule change which should be dealt with when a comprehensive review of the rules takes place in direct discussions between the parties.

6. Article 15—Atlantic, St. Lawrence & Great Lakes Regions, Excluding Newfoundland Area

Revise to read as follows:

A—Attending Locomotives and Steam-Generator Units: Engineers called to attend locomotives or steam-generator units after termination of trip or day's work, will be allowed pay at the *pro rata* minimum freight rate per hour for all the time so occupied, with a minimum of two (2) hours. Time paid for under this rule shall not be used to make up the basic day.

The Company asserts that the rule as it is at present was written to cover locomotives under steam, and the Company now asks that the rule be made to fit the needs of its operations.

The minimum time to be paid for call-out under its suggested rule, the Company states, is two hours.

During cold weather, it appears that a "watchman heater" on the locomotive sometimes requires attention to prevent the water from freezing in the cooling system, and that when the "watchman heater" doesn't function properly, an alarm sounds, and the horn blows until the correction is made, and this horn is usually answered by the engineer, whose sleeping quarters are usually close to the place where the alarm sounds.

The Brotherhood asserts that since the advent of diesel locomotives, engines which tied up at outlying points are left untended from the time the engineer goes off duty until he reports for duty at the commencement of his next day's work. In the days of the steam locomotive, engine watchmen were assigned to look after steam locomotives not in charge of a locomotive engineer, and the Brotherhood submits that under Article 29 of the engineers' schedule, since the regularly assigned engineer is completely released from duty from the end

of the trip, or day's work, until again required for his regular assignment, that he should not be called upon to answer the "watchman heater" alarm, or if the Company does feel that the engineers should be called upon, they should be paid the minimum payment of the daily guarantee for passenger service.

Recommendation—It is the Board's view that the rule should be amended to read as follows:

Engineers called to attend locomotive or steam-generator units after the termination of trip or day's work will be allowed pay at the *pro rata* minimum freight rate per hour for all time so occupied with a minimum of four (4) hours for each call. Time paid under this rule shall not be used to make up the basic day.

In other words, the Board's view is that a four-hour call-out is more realistic, having regard to practice in industry, than the two-hour call-out as suggested by the Company.

7. Article 58—Atlantic, St. Lawrence & Great Lakes Regions, Excluding Newfoundland Area

Health and Welfare—Substitute \$4.82 for \$4.87.

Article 6.16—Prairie and Mountain Regions

Health and Welfare—Substitute \$4.82 for \$4.87.

The Board is told that in the settlement with the Brotherhood of Locomotive Engineers in 1956, the engineers were granted \$4.25 per month per employee performing any compensated service during the month in lieu of health and welfare plan, and in negotiations with the Brotherhood in 1959, it was agreed that the Company would increase the payments to engineers in lieu of health and welfare from that \$4.25 to 4.87 per month.

The Board is now told that the premium for the non-operating employees health and welfare plan was again changed effective January 1, 1961, and that the employees' deductions and the Company's contributions were decreased from \$4.87 to \$4.82, and therefore the Board is requested to recommend a principle of equality in these payments.

Recommendation—The Board agrees that in Article 58, Atlantic, St. Lawrence and Great Lakes Regions and in Article 6.16, Prairie and Mountain Regions—Health and Welfare, the figures of \$4.82 should be substituted for the present \$4.87.

8. Article 3.12—*Prairie and Mountain Regions*

Switching at Canadian National Railways Junction Points: Delete.

The present Article reads as follows:

"Through-freight rates on the basis of twelve and one-half (12½) miles per hour will be paid engineers in through-freight service for all time occupied in switching at Canadian National Railways junction points, and this time will be paid in addition to pay for the trip. Such time will be deducted in computing overtime for the trip, and this switching will not be regarded as constituting switching at an intermediate point under Article 3.19. Interrupted time of 30 consecutive minutes or more, preventing the continuance of switching operations, will be deducted in computing time for switching at Canadian National Railways junction points."

The Company asserts that there is no counterpart in the Eastern agreement for this junction switching, and says that it provides for time within time and contravenes the principle of the so-called Conversion Rule and thus it proposes its elimination.

The Brotherhood, on the other hand, asserts that the dual system of pay is intended to be a piece-work system, and that when engineers in road service operate on a piece-work basis, then a mile covered represents a certain unit of work, and if an engineer is required to perform work on a wayside station, he is doing something less than hauling his train over a number of miles between the initial and final terminals, and thus is prevented from performing work on a piece-work basis. Further, it asserts that the Conversion Rule only partially takes care of the difficulty which would be apparent if the Company's request were followed. The Brotherhood also states that the time occupied with junction switching cannot be used in computing overtime.

Recommendation—The Board is of the opinion that this is one of the rules which the parties should examine again between contract terms when their committees meet in an endeavour to make the Eastern and Western contracts uniform, or nearly uniform.

9. Article 6.11—*Prairie and Mountain Regions*

Detention and Switching at Intermediate Terminals: Delete.

The present Article reads:

"Trains running over more than one subdivision, engineers will be paid all detention and switching at designated terminals between their initial and arriving points.

"All time-table trains will be paid all time at terminals as per Articles 2.10, 6.11 and 3.10, except that first ten (10) minutes will not be paid for when dead time is shown in time table."

The Company says that this rule should be deleted because, like junction switching, it provides for payment of time within time, and is applicable to passenger service as well as freight service. The Brotherhood in reciting this request advanced the same arguments as have been recited in connection with the Company's request for deletion of the rule relating to junction switching.

Recommendation—This again is one of the rules which should be considered between the committees of the Brotherhood and the Railway when they meet to seek uniformity in the rules relating to the contract in the East and in the West.

10. Article 32-A—*Atlantic, St. Lawrence and Great Lakes Regions, excluding Newfoundland Area. Article 6.50—Prairie and Mountain Regions*

Sleeping Quarters: The Company will supply comfortable and sanitary sleeping quarters where reasonably required. Company-owned quarters will be equipped with spring beds, mattresses, blankets, sheets, towels, pillows and pillow cases, screen doors and windows, cook stoves and cooking utensils, free of charge. Lavatories and washroom facilities will be supplied where sewer connection is available. Sleeping quarters to be for the use of engineers and trainmen and to be kept in good condition.

The present rules relating to sleeping quarters are found in Article 32-A of the Eastern agreement and Article 6.50 of the Western agreement. The Company's proposal, if accepted, would eliminate two restrictions which the Company suggests are undesirable and not in keeping with modern conditions. The Company's proposal would eliminate the requirement that sleeping quarters be used for "enginemen only", and it would also allow the Company to utilize public sleeping accommodation where available instead of separate and Company-owned accommodation.

The Brotherhood states that there is a very good reason why sleeping quarters are provided for enginemen only, that is, that on account of the unusual nature of an engineer's duties, as related to those of other employees or train-crew members, that the engineer be assured of having a place to rest which is suitable, not only in the physical sense but also in an atmosphere which is compatible. The Brotherhood in fact says that since the locomotive engineer is subject to take orders from the conductor, to require engineers to spend their off-duty hours with such persons would not tend for such good relationships.

Recommendations—In the Board's view, while there may be some merit to the Brotherhood's contention, it feels that the Company should not be required, under

modern conditions, to provide sleeping quarters for use of enginemen only, and that it also should have the right if it so desires, to provide sleeping accommodation from public sources, such as hotels, motels, etc., provided the lodging is of a suitable and sanitary type, and there is a certain degree of discrimination in a rule which provides that sleeping quarters should be provided separately for a certain class of Company employees.

For these reasons, the Board would recommend that the Company's request for a revised rule having to do with sleeping quarters be allowed.

Rates of Pay

The Brotherhood request is that basic rates of pay, arbitraries, and special allowances be increased by 15 per cent, and in support of its position, the Brotherhood lays great stress on its submission that the relative position of the wage rates of the engineers vis-a-vis those of wage earners of other sectors of the Canadian economy has deteriorated drastically since the pre-war period, and in the postwar period as well, and submits that the differentials earlier enjoyed should be restored.

The Brotherhood submitted a great deal of material in support of this contention, that the increases in basic rates of locomotive engineers have lagged behind those of non-railway skilled workers, and submitted statistics which would indicate that the rates of locomotive engineers on the C.N.R. have increased between 116 and 171 per cent since 1939 and between 73 and 111 per cent since 1946, while employees in non-railway skilled classifications have had their wage rates increased 269 per cent since 1939 and 147 per cent since 1946.

Further, it submitted that the general wage rates in manufacturing have risen 288 per cent since 1939 and 140 per cent since 1946, while in durable goods manufacturing, the increase in the general wage rate has been 297 per cent since 1939 and 141 per cent since 1946, and that the over-all wage level in Canada as measured by the General Index over-all average has risen 259 per cent since 1939 and 131 per cent since 1946. These figures are the October 1960 figures, and from these submissions the Brotherhood argues that it would require a much higher increase than that asked to restore the differentials even as they existed in 1946.

The comparisons just referred to affect basic rates of pay, and since locomotive engineers in freight and passenger service work on a piece-work system based on

mileage, the Brotherhood submitted certain trends with relation to earnings rather than basic rates.

In general, the Brotherhood submitted from the statistics that it filed, it should be concluded that the trend in C.N.R. engineers' average earnings has lagged behind the trend in durable-goods manufacturing since 1939. However, it is admitted by the Brotherhood that the figures since 1946 show a somewhat different trend.

In the durable goods industry as of January, 1961, compared with an index of 100 for 1946, the average male earnings have increased to 248, whereas with passenger engineers the average hourly earnings in 1946 of 1.959 increased in 1960 to \$4.94; for freight engineers in 1946, 1.448 increased to \$3.70, and yard engineers 1.136 increased to \$2.67, or an increase in this period of time for passenger engineers to 252 (Index 100), for freight engineers to 256 (Index 100) and to 233 (Index 100) for yard engineers.

From this it is apparent that since 1946, the average hourly earnings of passenger and freight engineers have increased slightly more than the average hourly earnings of male wage earners in durable goods, while the average hourly earnings of yard engineers have increased only at a slightly lower rate than the average hourly earnings of male wage earners in durable goods.

Productivity

The Brotherhood also rests its case for an increase on the submission that the rates of earnings of locomotive engineers have not kept pace with the increase in productivity of their labour, and submits that revenue traffic units per man hour worked by locomotive engineers have increased 77 per cent between 1939 and 1960, including a 59 per cent rise since 1951, while at the same time hourly earnings have increased only 45.5 per cent since 1939.

The Brotherhood then discusses the question as to who is responsible for the increase in productivity, and acknowledges that "dieselization" has unquestionably been a major factor in making a rapid rise in productivity possible, at the same time emphasizing its point that trains don't move by themselves and that heavier train loads produce a marked increase in productivity.

The Brotherhood also suggests that yard automation will produce comparable increases in yard productivity to those already shown in road-service productivity. The Brotherhood frankly admits that there is no way to determine the extent to which each factor of production has contributed

to this rise, but urges that engineers are entitled to a substantial increase in return, by reason of their contribution to increased productivity.

The Board is of the view that productivity in industry or service is not directly translated into increased earnings, and increased productivity does not in every case create increased ability to pay higher wages.

There has been increased productivity in railway operations, but the experience of the railroad has been that by reason of the inroads of competitive forms of transportation, the total freight-revenue ton-miles of all types of transportation in terms of constant dollars has increased at several times the rates of increase of freight revenue enjoyed by railways during the last 10 or 12 years.

The Brotherhood of Locomotive Engineers is vitally concerned with the continued operation of the railways; and while it is not capable of logical proof, the conclusions to a greater or lesser extent are inevitable (by reason of the competitive position of the railway mentioned) that increased labour costs force railways, wherever possible, to decrease the number of employees.

This tendency would doubtless go on anyway, whether wages were static or not, but substantial increase in wages accelerates the tendency to contract the size of the labour force. Therefore any increased labour costs which amount in railway operations to over 60 per cent of the revenue dollar, before being recommended, must be amply justified.

In answer to the Brotherhood's submission that substantial increases should be made to restore differentials, the Company says, and the statement has some substance, that settlements of previous contracts have been made without reference to restoration of differentials, and that this Board should not have added to it the responsibility of re-examining the merits of all settlements since 1939, and that the Brotherhood's urging that 1939 differentials should be restored is an obvious type of reasoning with necromantic overtones.

The Company further says that percentage wage adjustments for the purpose of maintaining differentials over a given period of time are not compatible with the functioning of a free economy, and that fundamental differences in characteristics as between individuals, industries operating in an economy rise and fall from time to time, and that there is no real good reason why in our economy, there should be any perpetuation of past relationship.

It is understandable that the Brotherhood, who in 1939 enjoyed an enviable rank as far as wages were concerned in the economy, does not like to lose its position, but the Board is of the view that there is no good and valid reason why labour values in relation to other labour values must remain static in a non-static economy.

Also, beyond that, if one uses 1939 or 1946 or any other specific year as a basis for comparison, many factors would have to be known about the economy and the relative importance of various industries in the economy as compared to the relative importance now, before one would be in a position to even consider that a greater percentage rise in one section of the economy in wage rates is an indication of a depressed state of wages in another section of the economy showing a lesser increase.

The Company points out that wage and fringe benefits represented 62.5 per cent of every railway revenue dollar earned by the Canadian National in 1960, and therefore any additional wage costs are very burdensome, more so than to many other industries.

The Company submits that it should be important to the Brotherhood members to have the greatest possible stability in employment, and that by their insistence upon large wage gains which have costly implications the result will mean ultimate loss in employment for the engineers.

The Company answers the Brotherhood argument that engineers' wage levels should reflect their extensive training, heavy responsibility and inconvenience arising from the time spent away from home, by saying that mechanics, electricians, machinists, pipe fitters and many other trained people, serve long apprenticeships before enjoying journeymen's wages. Engineers, however, shortly after they have commenced employment as firemen, receive the regular rate of pay for that classification and then move, after a period of three years' training, to become "classed" engineer.

The Company further submits that with the advent of "dieselization" there has been no significant increase in skilled effort and responsibility, but on the other hand, the physical work and the skill in itself have been reduced while the responsibility has not greatly increased.

The Company says that locomotive engineers are well paid, and that from the earnings data it now appears that 90.9 per cent of the engineers who worked during every pay period as locomotive engineers, earned in excess of \$6,000.00, while 25.9 per cent earned more than \$8,000.00, and further,

the locomotive engineers in 1960 averaged \$7,259.00 and that earnings show that locomotive engineers are still among the aristocracy of employees in the Canadian economy.

The engineers have had, since May 1956, the following increases:

May, 1956	— 6 per cent
November, 1956	— 2 “ “
June 1, 1957	— 3 “ “

all based on rates in effect prior to May, 1956.

May, 1958	— 2 per cent
February 16, 1959	— 3 “ “
September 1, 1959	— 3 “ “
May 1, 1960	— 1½ “ “

These increases from and including May 1 were for Western engineers, and the Eastern engineers received increases of:

2 per cent	— May 1, 1958
3 “ “	— March 1, 1959
3 “ “	— September 1, 1959
1½ “ “	— May 1, 1960.

These increases were based on wages in effect April 30, 1958. So that in effect, since May 1, 1956, the engineers have received a total percentage increase of 20½ per cent, a very substantial increase for the past five years.

Cost of Living

There has been a very modest increase in the Consumers' Index Cost of Living in the last two years, and in the period 1945 to 1960 the Consumer Price Index increased 70.7 per cent, whereas the engineers' compensation increases during the same period were substantially in excess of this.

Current trends in wage settlements across the country show that with some exceptions, settlements in general industry have been averaging 4 to 5 cents per hour.

The Company was able to establish, to the satisfaction of the Board, that there has been a serious decline in the railway share of transporting goods and persons across the country, and the Railway submitted to the Board that, in spite of efforts in either direction, the current year was going to show one of the largest operating deficits in the history of the Canadian National Railway.

Increases to other Employees

A very large group, in fact a high proportion of the total employees of the Railway, have recently received a substantial wage increase under a two-year contract.

While both the Company and the Brotherhood submit, and it is recognized, that the engineers bargain collectively for themselves as a group, this Board cannot ignore the fact that the Company has paid substantial increases under the contract recently completed with the non-operating employees.

Recommendations—It is a difficult task for a Board to weight all the factors as submitted by the Company and the Brotherhood with respect to the application by the Brotherhood for an increase in wages, but the Board has carefully considered all the arguments for a substantial increase advanced by the Brotherhood, and has also weighed the arguments of the Company in relation to what, if any, increase should be recommended, and is now prepared and does recommend as follows:

Effective as of May 1, 1961, 1 per cent increase in basic rates of pay, arbitraries and special allowances based on rates in effect April 30, 1961.

A further increase of 1 per cent effective November 1, 1961 on the same basis.

A further increase in the first pay period following signing of the agreement of 1 per cent on the same basis.

A further increase of 2 per cent on November 1, 1962.

A further increase of 1½ per cent effective November 1, 1963.

Contract to run from May 1, 1961 to April 30, 1964. All increases based on basic rates of pay, arbitraries and special allowances in effect April 30, 1961.

When the increases above recommended are fully in effect, they will result in an increase in cents-per-hour earnings to passenger engineers of about 31.85 cents, to freight engineers about 24.05 cents, and to yard engineers about 17.55 cents.

In addition to increases recommended above, the Board recommends that since the engineers, or a large proportion of them, will suffer some loss in income by reason of the reduction in arbitrary payments heretofore recommended, even after any adjustments that may be made in running schedules are effective, that a settlement payment be made as soon as the accounting services of the Company can arrange such payment after the execution of the new contract, to each engineer, not exceeding \$75.00 and payable on the following basis:

- (a) For service as engineer in each of the eight pay periods immediately preceding December 1, 1961\$75.00.
- (b) For service as engineer in seven of the eight pay periods immediately preceding December 1, 1961\$65.00.
- (c) For service as engineer in six of the eight pay periods immediately preceding December 1, 1961\$55.00.

- (d) For service as engineer in five of the eight pay periods immediately preceding December 1, 1961\$45.00.
- (e) For service as engineer in four of the eight pay periods immediately preceding December 1, 1961\$35.00.
- (f) For service as engineer in three of the eight pay periods immediately preceding December 1, 1961\$25.00.
- (g) For service as engineer in two of the eight pay periods immediately preceding December 1, 1961\$20.00.
- (h) Engineers who have performed service as engineer in less than two pay periods of the eight pay periods immediately preceding December 1, 1961Nil.

All of which is respectfully submitted.

(Sgd.) J. C. ANDERSON
Chairman

(Sgd.) T. R. MEIGHEN
Member

DATED at Belleville, Ontario, the 28th day of November, 1961.

MINORITY REPORT

After having met with my colleagues on this Board, both in the conciliatory stages and in executive sessions, it became apparent that I could not associate myself with the recommendations which were drafted by the Chairman and endorsed by the Company nominee, my confrère Mr. Meighen. Although on some items I could possibly have agreed, the number and importance of my dissents made it more practical for me to prepare this minority or dissenting report in the course of which I shall indicate the points where I do concur with my colleagues.

I must say at the outset that I consider the report of a Conciliation Board not as an adjudication whereby arbitrators or judges decide what is right or wrong according to the strict evidence adduced, but only as a last effort to suggest to parties involved in an industrial dispute, a solution to their problems.

In this particular case, as the Board Chairman suggested at the outset of the hearings and got consent from the parties to omitting any kind of formal evidence, it becomes evident that in the absence of clear evidence on many points, no adjudication is acceptable nor fair, and I shall refuse to follow that line and restrict myself to indicate possible avenues of compromise to the parties.

A rather lengthy experience on these Boards has taught me the wisdom of such an approach.

I have carefully read the notes of the Chairman of the Board as endorsed by the

Company nominee, and I shall follow the same order as close as possible in order to facilitate the work of the parties who may try to utilize all our notes in some way to effect a peaceful settlement of their dispute.

A—Requests of the Brotherhood

No. 1. Afternoon and Night Shift Differentials in Yard Service

This request is rejected by a majority of the Board because of extra cost involved. The other reason involved is that locomotive engineers are not to be compared with other workers.

The figures produced during the hearings indicate that not all engineers are in yard service, and among the latter only a fraction work on shifts. Therefore the cost would not be as substantial as alleged in the majority report. Furthermore, this extra cost must be considered in the package of increases that will eventually become the basis of settlement of the agreement.

One thing remains sure. The Brotherhood did establish in evidence that shift differentials are a universally recognized fact in industrial relations, and the percentages requested by the Brotherhood are standard, that is, 5 per cent for the evening shift and 10 per cent for night shift. Every worker in Canada will recognize the legitimacy of this demand and the percentages claimed by the engineers.

What is even more interesting is that the evidence has revealed that workers in the transportation field who work on approximately the same schedules and under practically similar conditions as locomotive engineers, do receive shift premiums: air transport, urban and suburban passenger transport, interurban bus and coach transport and trucking.

Finally I do not recognize the validity of the argument of my colleagues on that point for another reason. As will be seen from a summation of their recommendations, whatever is peculiar to locomotive engineers in their working conditions, they systematically recommend to abolish. One has to be logical. If locomotive engineers must be considered like any other category of Canadian workers and, therefore, just to relinquish peculiar conditions of work, then it is also imperative that they be granted all and everyone of the working conditions and benefits of other Canadian workers, including shift differentials.

I therefore recommend that in the next collective agreements, the shift differentials be inserted as requested by the Brotherhood.

No. 2. Annual Vacation with Pay

My colleagues have made a recommendation on this, granting four weeks of vacation with pay for employees who have completed 25 years' continuous service with a compensation of 8 per cent of the gross wages.

As a Board we did not have to make any recommendation on this, since both parties declared before the Board that they had agreed on the principle of this addition to the respective collective agreements and that the only point left in issue was the wording of the new rule governing it. A careful study of the respective texts proposed by the parties brings me to the conclusion that the Company text would open the door to disputes because of the language used.

I therefore recommend that the working of the new rule agreed upon by both parties be that of the Brotherhood.

No. 3. M. U. Cars

The Brotherhood expressed willingness during the hearings to re-discuss this demand in view of an overall settlement, and there I shall let it lie.

No. 4. Passenger Service

The Brotherhood requested that overtime in all passenger service be paid at the rate of 20 m.p.h.

Same recommendation as for No. 3 above.

No. 5. Preparatory and Inspection Allowance

By this request the Brotherhood is demanding the deletion of Articles 3-A and 4-D of the contracts.

It did appear during the hearings that the C.P.R. and the Brotherhood have a rule governing the work of engineers in preparing and inspecting consists. On the other hand my colleagues, as is easily seen by reading their report, often invoke the necessity of parity between the two Companies, C.N.R. and C.P.R.

This is a very good place to apply this parity and I fail to see how they could reject this opportunity.

I therefore recommend to the parties to insert in the next collective agreements, the same rule that appears in the agreements between this same Brotherhood and C.P.R. regarding preparatory and inspection time on all classes of service for all C.N.R. engineers.

No. 6. Statutory Holidays for Road Service Engineers on the Same Basis as for Yard Service Engineers

I realized with stupefaction during the course of the hearings, that the locomotive engineers did not enjoy the universally recognized principle of statutory holidays.

The majority of the Board recommends rejection of the Brotherhood demand for three reasons:

- a. Increase in pay proposed by majority (in other words, cost)
- b. It would be a departure in North American railway practice
- c. Locomotive engineers have much leisure in road service since they work as an average below forty hours a week, and statutory holidays have always been granted to provide additional leisure without loss of pay.

As to reason (c) above, it is the first time in my experience that the justification for granting statutory holidays is thus explained. Statutory holidays with pay were granted in order not to deprive workers of their normal gains in case of a day less occurring in normal work weeks. From then it did develop in many instances into a straight fringe benefit.

That is so true that many classes of workers today who work less than 35 hours per week, e.g. photoengravers, printers, lithographers, still receive paid statutory holidays. Further, many categories of workers who are placed in the identical position described by the majority report, that is, having to work because of the nature of their work on these very statutory holidays, still enjoy them by way of an equivalent number of substitute days: fire-fighters, policemen, manual workers in cities, etc.

As to reason (b), I do not consider it serious enough to reject the demand. If every conciliator were to refuse to make a suggestion in any field of industrial relations because it would break new grounds, no progress would ever be achieved. If such a recommendation brings about a settlement, and if it does rectify an unbelievable backward area of the collective agreements between these two parties, I do not hesitate to recommend its adoption by the parties.

Here again I point out that my two colleagues in all of their report attempt to bring the working conditions of locomotive engineers in line with those of other workers by suggesting the abolition of everything existing which differs from other collective agreements. If so, what appears in the working conditions of every other worker in Canada must also be afforded to locomotive engineers and, whoever heard of a Canadian worker that does not enjoy paid statutory holidays in the year 1961.

As to cost, it of course is part and parcel of the overall increases in money benefits.

Finally on this point, the Brotherhood adduced solid evidence that in all other types of transport, statutory holidays are

an established and recognized fact and, even in the C.N.R., categories of operating employees already receive statutory holidays benefits.

I would recommend the adoption of the Brotherhood request.

No. 7. Held Away-from-home Terminal

During conciliation the Brotherhood expressed some willingness to discuss this request in terms of an overall satisfactory settlement. I shall leave it at that.

No. 8. Switching en Route, and No. 9. Switching at Terminals and Turn-around Points

Same remarks as for demand No. 7 above.

No. 10. Rest on Road

This demand of the Brotherhood led to long discussions before the Board. As may be seen it also brought long remarks by the majority of the Board. However, I take exception to one statement found therein. On page 14 it is stated ". . . until the Brotherhood can bring forward more specific instances of undue fatigue being encountered. . . ." Again, I repeat, that the parties were suggested not to bring any evidence by the Chairman of this Board.

I personally would have liked to hear very concrete evidence on this, since it does involve the safety of the public. Not having personally driven trains, it is with great attention that I listened to illustrations and read arguments by the parties in trying to visualize what it could be to drive a train containing either many human lives or valuable freight during a span of more than eight hours.

I have had occasion to drive cars on business for more than 8 hours a day when I was alone and, if it is any slight basis for comparison, I see much justification in the request of the Brotherhood, especially when I think of public safety.

On the other hand, I fail to see that it is the responsibility of the Brotherhood to go before the Board of Transport Commissioners. Let us imagine what kind of position the locomotive engineers would be placed in if the simple following query were to be thrown at them by members of that Board: "Are you pleading before us that you presently are endangering the lives of hundreds of Canadians?"

I would recommend the adoption of this change to the rule as proposed by the Brotherhood.

No. 11. Insurance

See my remarks as to items 7, 8, 9 above.

No. 12. Steam-generator Cars

In the course of conciliation before this Board, the Brotherhood made a concrete suggestion to the Carrier on this issue.

I refer the parties to such suggestion.

No. 13. Deadheading

I concur with my two colleagues on this point.

No. 14. Final Terminal Time

The request of the Brotherhood is that Article 7F presently in application in Eastern Canada be made applicable to the Western Region. My two colleagues on the Board admit that this request has merit and further on many other points they have recommended equalization between East and West.

Applying these criteria, I come to the conclusion that this request should be granted and become part of the new agreement between this Carrier and the Brotherhood.

No. 15. Transportation

After having read the briefs on this point as well as my colleagues' suggested solution, I would like to recommend the following rule.

Where employees come on duty at one place and off duty at another some distance away, it shall be the responsibility of the Company to provide transportation either public or otherwise at its own cost back to the starting point, and within 15 minutes of the end of work. Any time over 10 minutes to be considered as overtime and to be credited to the employee as such.

No. 16. Work Train Guarantee

See remarks regarding items 7, 8, 9, 11.

No. 17. Other Positions

I concur with my two colleagues on this item.

No. 18. Homes—Compensation for Moving

See remarks regarding items 7, 8, 9, 11, 16.

No. 19. Wage Increases

To be dealt with later.

No. 20. Preparatory Time

The Brotherhood wished to have an increase in time allowed. I shall deal with this later.

No. 21. Long Runs

See my remarks on item No. 10.

B—Requests of the Company

No. 1. Arbitrariness Removed

The major request of the Company is the reduction of all arbitrariness. A definition of what they are appears in the majority report and it reads:

"They are payments to which engineers are entitled for certain periods of time before the commencement of the trip and at the end of the trip, and for certain time when engines run through terminals."

The basic contention of the Company for justifying its request that they be reduced may be summarized as follows:

"We shall pay from the time required to report for duty." The basic contentions of the Brotherhood to justify their retention and increase in some circumstances may be summarized as follows:

"Before being capable of safely and adequately leaving engines after termination of duty, many minutes must be spent."

One additional allegation of the engineers is that across the years, the Carrier did recognize the truth of the position of the engineers to the extent that it did build into the wage structure allowances towards these extra minutes on the basis of arbitrary allowances.

A fundamental difficulty arises in my view in that many persons, including the Chairman of the present Board, have been impressed with the word "arbitrary." This is reflected in the approach which is, that these must disappear, and that the engineers must bargain them away and that the more time elapses, the less value they have. I am far from convinced that these allowances have only relative values or "arbitrary" values. I say that since they were accepted by both parties as being an integral part of wages, they have an absolute value, such as for instance when another union will state "We want a 10 cent increase of which 5 cents shall be applicable to basic rates of pay and 5 cents shall be deposited on behalf of each employee in a pension fund." If the Company agrees that 10 cents is justified, it is not because 5 cents of the 10 cents is turned into a pension fund, that it has only an arbitrary or relative value.

For that reason, I am quite unwilling to concur with my colleagues on their recommendation as to arbitrariness reductions in road service, shop preparatory, run-through, preparatory, shop final inspection, run-through inspection, yard service, work train service.

My recommendations would be on different lines:

- a. Regarding preparatory and inspection time for all classes of service: parity with the C.P.R. present allowances.
- b. Any reduction in arbitrariness to be compensated directly by an equivalent increase in the basic rate of pay, thereby inflicting no loss to any engineer. These increases in the basic rates of pay to be independent from and before the application of any general increase on the basic rates of pay.

I would also suggest that a third condition be admitted by Carrier and implemented by the agreement to be entered between it and this Brotherhood in case of reduction or disappearance of these arbitrariness. As of the moment when the arbitrariness are all gone, the engineers must be relieved of all and any responsibility for the mechanical condition of the locomotives.

In a plant, operators of machines are not requested to repair or maintain machinery before they start work and after they finish. Somebody else does that for them. They are not held responsible for mechanically maintaining machines. The same should apply to engineers when all allowances shall have been removed, if ever.

No. 2. Separate Run in Eastern Region

No. 4. Release at Final Terminal

We do not agree with the majority report granting this demand of the Company. It means that engineers could be required to perform switching after arrival at final terminal for hours after completion of the trip at much lower rates than yard-service engineers.

No. 3. Called for Straight-away or Turn-around Service

I concur with my colleagues on this item rejecting the Company request.

No. 5. Switching at Terminals and En Route

I concur with my colleagues on this item rejecting the Company request.

No. 6. Attending Locomotives and Steam-generator Units

I do not concur with my colleagues on this item.

No. 7. Health and Welfare

The Brotherhood, during the conciliatory stage before our Board granted the demand of the Company on this point, so I fail to see why there is a recommendation on it by the majority.

No. 8. Junction Switching

I concur with my colleagues in rejecting this demand of the Company.

No. 9. Detention and Switching at Intermediate Regions

I concur with my colleagues in rejecting this demand of the Company.

No. 10. Sleeping Quarters

I concur.

C—Rates of Pay—Retroactivity—Duration of the Agreement

I have read the notes of my colleagues on the problem of increases in wages. I definitely do not concur with either the motives or the conclusions arrived at. For years, settlements in the railway industry regarding wages in Canada have been the same for operating or running trades and non-ops.

As a matter of fact, it is notorious that it has always been the favourite argument of C.N.R. in opposing attempts by "ops" to break this pattern, to point out that settlements have always been the same for the two groups. It is also notorious that the Chairman of the present Board has supported this position of C.N.R. in other recommendations. I therefore come to the conclusion that the least that we can do is to grant a general increase in basic rates equivalent to that which form the basis of the non-ops settlement recently arrived at between C.N.R. and those groups of its employees.

During the hearings C.N.R. has offered the following:

2 per cent on October 1, 1961

2 per cent on October 1, 1962

1½ per cent on January 1, 1964

with the expiry date in May 1964 for a three-year agreement.

The Brotherhood did offer to settle on the basis of 2 per cent on the first of May 1961, 3 per cent on January 1, 1962 and 3 per cent on October 1, 1962 for a two-year agreement expiring on the 1st of May, 1963.

As compared to this the recent non-ops settlement was:

January 1, 1960 — 1.13 per cent

September 1, 1960 — 2.83 " "

May 1, 1961 — 4 " "

for a total of 7.96 per cent.

My suggestion for wage increases will at least be equivalent to this non-ops settlement.

Regarding some of the arguments used by my colleagues, I would like to comment as follows: Although C.N.R. has had less operations in recent years than previously, these operations are much more profitable. This is due to the greater productivity, of which a certain degree must be credited to more efficiency on the part of the engineers.

Regarding the average wages of engineers in 1960 and assuming that the figure quoted of \$7,000.00 is correct, it still will not make of them "the aristocracy of employees." Even if it were so, we are living in a free economy where every Canadian citizen is told the Horatio Alger story. Therefore there is nothing wrong in engineers attempting to increase their standard of living. There is nothing wrong either in attempting to maintain their standard of living in comparison with other workers in Canada.

Regarding the increase of 20½ per cent in 5 years in the wages of engineers, I would like to say that this is standard for all Canadian workers. Also this increase of 20½ per cent has been the same for all other categories of Railway employees.

I come to the conclusion therefore that for a two-year agreement retroactive to May 1, 1961, the following wages increases should be granted to the Brotherhood members and locomotive engineers of the C.N.R.:

Effective as of May 1, 1961:

A 2 per cent increase on basic rates of pay, arbitraries and special allowances based on rates in effect April 30, 1961.

A further increase of 2 per cent effective January 1, 1962 on the same basis. A further increase on October 1, 1962, of 3 per cent on the same basis.

As to the suggestion made by my two colleagues of a flat sum of money and compensation for the loss or reduction in arbitraries varying from \$75.00 to \$20.00, I am staunchly opposed to such a pitiful compensation for subtracting from the annual income of locomotive engineers approximately, the way I have figured it, 5 per cent.

This, Honorable Sir, is the recommendations which I would recommend the parties to implement in their Collective Agreements to be entered to replace those that expire on May 1, 1961.

I wish to thank the Board and my two colleagues on the Board for their co-operation in attempting to solve this difficult problem.

Signed in Montreal, this 8th day of December 1961.

(Sgd.) MARC LAPOINTE,
Member.

Report of Board in Dispute Between

Canadian Pacific Railway Company

and

Brotherhood of Locomotive Engineers

The Board of Conciliation and Investigation, appointed under the Industrial Relations and Disputes Investigation Act to deal with the dispute between the Canadian Pacific Railway Company and the Brotherhood of Locomotive Engineers (Atlantic and Eastern Regions and Prairie and Pacific Regions), met the parties in Montreal on August 1, 2, 3, and August 11, and on September 28. The members of the Board were present at all meetings, and the parties and the Board were engaged all day of September 28 in an effort to conciliate the issues in dispute. The Board also met in executive session in Montreal on November 9.

At these meetings there appeared on behalf of the Company:

A. M. Hand—Assistant Manager, Labour Relations (Chairman) Montreal.

J. Ramage—Labour Relations Assistant, Montreal.

D. Cardì—Senior Schedule Analyst, Montreal.

F. G. Firmin—Supervisor of Personnel and Labour Relations, Atlantic Region, Montreal.

F. W. McCurry—Supervisor of Personnel and Labour Relations, Eastern Region, Toronto.

J. C. Anderson—Supervisor of Personnel and Labour Relations, Prairie Region, Winnipeg.

J. G. Benedetti—Supervisor of Personnel and Labour Relations, Pacific Region, Vancouver.

During December, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Pacific Railway Company and the Brotherhood of Locomotive Engineers.

The Board was under the chairmanship of His Honour Judge J. C. Anderson of Belleville, Ont. He was appointed by the Minister in the absence of a joint recommendation from the other two members, R. V. Hicks, Q.C. of Toronto, and Marc Lapointe of Montreal, nominees of the company and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the Report of the Board, was submitted by the Chairman and Mr. Hicks.

The minority report was submitted by Mr. Lapointe. Judge Anderson made a supplementary statement and Mr. Hicks submitted an addendum.

The majority and minority reports together with the supplementary statement and addendum, are reproduced here.

And on behalf of the Brotherhood of Locomotive Engineers:

O. J. Travers—Assistant Grand Chief Engineer, B.L.E., Montreal.

D. Peltiel—Economist, Research Associates, Montreal.

J. F. Walter—General Chairman, B.L.E., Montreal.

H. L. May—General Chairman, B.L.E., Winnipeg.

J. W. Macdonald—General Chairman, B.L.E., Truro.

G. B. Trimble—General Chairman, B.L.E., Winnipeg.

W. J. Wright—General Chairman, B.L.E., Montreal.

The last agreement as it affected the Brotherhood of Locomotive Engineers, on behalf of the locomotive engineers employed on the Atlantic and Eastern Regions, was in effect from July 14, 1958 until January 14, 1961, and the last agreement as it affected the locomotive engineers employed on the Prairie and Pacific Regions was in effect from August 15, 1958 until February 15, 1961.

Both parties to the dispute asked for many amendments to the contract, and since the Board was not successful in conciliating the dispute, it becomes necessary for it to report and recommend concerning the requested amendments made by the parties. This report will be divided into three parts. The first part will deal with requested amendments put forward on behalf of the Brotherhood. The second part will deal with requested amendments put forward by the Company, and the third part will deal with the Brotherhood's request for a 15 per cent increase in basic pay rates, arbitraries and special allowances.

General Statement

The number of employees concerned in this case is as follows:

Passenger Engineers	—	270
Freight Engineers	—	959
Yard Engineers	—	685
Total		1914

These employees are all engineers of the Canadian Pacific Railway system, including the Quebec Central Railway and the Esquimalt and Nanaimo Railway, but not

including the engineers on the Brownville-Newport seniority rosters in the United States. As will be apparent from what has been stated above, the engineers are covered by two different collective agreements, one applicable to the Atlantic and Eastern Regions covering all the Canadian Pacific Railway territory east of Fort William, and the other covering the same group on the Prairie and Pacific Regions, embracing all that territory of the Railway west of Fort William.

The requests for changes in the contract are similar as between East and West, but in the Prairie and Pacific Regions contract, the engineers have three additional requests. When dealing with the engineer's requests they will be dealt with both as they affect the Atlantic and Eastern Regions and as they affect the Prairie and Pacific Regions, where the requests are similar or the same, and where the requests are additional, as are three requests on the Prairie and Pacific Regions, they will be best dealt with separately in this report.

Brotherhood's Proposals

C.P. Eastern & Atlantic Regions

Preamble: Request for Change In

This proposal is:

Add to Preamble

Paragraph 3: The Company shall not make any material change or alteration to existing working conditions or introduce new methods of operating during the term of this contract, without the concurrence of the general chairman of the Brotherhood of Locomotive Engineers.

The Brotherhood states that it has put forward this request because there has been a growing trend in management circles toward imposing unilaterally-decided changes in working conditions during the life of the agreement, by invoking the doctrine of management rights, and that the history of recent efforts by the Brotherhood of Railway Trainmen to negotiate a definition of fundamental rights, has left much to be desired. The Brotherhood suggests that the employer might, under some circumstances, be prepared to and might invoke the "management's residual rights theory" to override protective clauses to support unilateral actions on matters which might affect the employees' rights and interests.

The Brotherhood says that no doubt the Railway would submit that, because of a long relationship of collective bargaining between the parties, that there need be no cause for concern over possible abuse of the management's rights clause, but the Brotherhood's view is that the management's rights clause should not be viewed in the

light of existing good relations and mutual understanding, but that it should be examined in the light of how such a clause could be used by a hostile employer at any time in the future.

The Company, in answering the argument of the Brotherhood, asserts that to argue that no new methods of operating will be introduced during the term of the contract without the concurrence of the general chairman of the Brotherhood, is a direct infringement on management's right to make the decisions which management must make in order to operate efficiently and remain competitive. It also asserts that if the Railway were to agree to the proposal, it would be a restriction of its authority which would put in the hands of the general chairman of the Brotherhood a unilateral right to restrict company policy in respect of methods of operation and the introduction of new devices designed to increase efficiency.

Recommendation—The Board does not feel that it should recommend the inclusion in the contract of the Brotherhood's proposed preamble paragraph respecting management's rights but, on the other hand, it sees no reason why, if the Company does intend at any future time to make any material change or alterations to existing working conditions, or if it does intend to introduce new methods of operating during the term of the contract, it should not, insofar as possible, give such advance notice as it can to the general chairman of Locomotive Engineers, and should discuss the effect of the changes with the said chairman.

Paragraph 4:

Amend fourth paragraph to reflect change in effective date and term of contract and reduce 120 days notice to 60 days notice.

Under this request the Brotherhood would like to have reduced to 60 from 120 days the notice that shall be given by either party of its desire to revise or supersede the Contract prior to expiry date.

Recommendation—The Board sees no good reason why this period should not be reduced to 60 from 120 days and recommends that the new contract provide that, in the event either party wishes to revise or supersede the agreement, that this shall be done by giving the other party 60 days notice of such desire, the 60 days to be at least 60 days prior to the termination of the forthcoming contract, but which would not cancel the agreement prior to its expiry date.

I—Article 1

Clause (a)

Rates of pay per day of 100 miles.

Increase present basic rates, arbitraries and special allowances by 15 per cent.

II—Article 2

Clause (b)

Engineer to be allowed 30 minutes preparatory time for one unit plus 10 minutes for each additional unit in locomotive consist.

Clause (c) Paragraph 3

Short-turn passenger rule to read 20 miles per hour where $12\frac{1}{2}$ miles per hour presently appears.

Add clause to provide yard rates of pay for time occupied in terminal switching.

The Brotherhood says that the 30 minutes preparatory time for one unit plus 10 minutes for each additional unit in the locomotive consist constitutes a minimum of time, according to its view, in which to permit the locomotive engineer to perform the duties required of him in order to comply with the "Uniform Code of Operating Rules", and the Brotherhood went to some length to explain to the Board what the engineer is required to do in a preparatory way if he is to conform to a code of operating rules and the instructions relating thereto. As the Board sees it, if the Brotherhood's request were met, all the duties of locomotive engineers would have to be spelled out in detail in the contract.

The Company submits that it is impracticable to define duties and responsibilities of an engineer in detail because they vary from trip to trip, depending upon the circumstances and conditions arising during any particular tour of duty. The Company points out that after an exhaustive negotiation and investigation, the preparatory and arbitrary road service was reduced in 1959 to 15 minutes, and that being the case, the request by the engineers for an increase in preparatory time arbitrary and road service with no increase in duties, can only be interpreted as a request for increased compensation for which no increased services are required.

Recommendation—The Board does not recommend the adoption of the Brotherhood's proposal.

The second part of this numbered request would amend the rule in short-turn passenger service to read 20 miles per hour where $12\frac{1}{2}$ miles per hour presently appears, and to provide yard rates of pay for time occupied in terminal switching. Presently, engineers on established passenger runs of less than 100 miles one way are paid on a continuous-time basis from the time they are ordered until laid up at the end of the day, at the rate of $12\frac{1}{2}$ miles per hour, with overtime at *pro rata* rates, and the engineer on such a run is guaranteed a minimum of 100 miles per day exclusive of his initial time. If the miles run, or the miles run and the service performed, including switching, together with all time

held at the terminal and turn-around points between the trips combined at the end of the day exceed $12\frac{1}{2}$ miles per hour, then the mileage will be paid, and the Brotherhood's request is now to change the basis of payment from $12\frac{1}{2}$ miles per hour to 20 miles per hour.

The Board is informed that short runs in passenger service are almost entirely concerned with suburban service in the East, for which the engineer, while being paid from the time he reports for duty until he is released from duty, is actually working only a percentage of the time.

In asking the Board to grant this request, the engineers' representative says that the request is that the engineers in short-turn passenger service be paid overtime at the rate of 20 miles per hour instead of $12\frac{1}{2}$ miles per hour, which is presently the practice, and in support of his request he points out that engineers in passenger service other than short turn are paid overtime on a speed basis of 20 miles an hour at *pro rata* rates, and the time does not commence until the time on duty exceeds the miles run divided by 20. The Brotherhood submits that in outside industry, the time-and-a-half of the regular rate rather than *pro rata* rates appears to be the common practice when overtime is required.

Recommendation—It would appear that although an engineer in short turn-around service might be on duty in excess of 8 hours, he might only be actually working a maximum of 4 or 5 hours a day. In other words, it is seldom that he is actually performing operating duties more than 8 hours, and in the Board's opinion, when a minimum day is guaranteed exclusive of the initial time, and when the engineers are seldom on duty the full minimum day, it is not inequitable that the overtime should be paid at *pro rata* rates. Therefore the Board does not recommend that the Brotherhood's request be granted.

III—Article 3

Clause (b)

Engineer to be allowed 30 minutes preparatory time for one unit, plus 10 minutes for each additional unit in locomotive consist.

This amendment is identical to the amendment requested in Brotherhood's proposal No. 2 with reference to the amendment requested to Article 2 of the contract.

Recommendation—The Board does not see fit to recommend the amendment suggested for the same reasons given in not recommending Brotherhood proposal No. 2 as above.

IV—Article 4

Clause (a)

Unit basis of pay for yard service.

Clause (s)

Add Remembrance Day as paid statutory holiday.

Add new clause to provide regularly assigned engineer who renders service on a yard assignment on the last day such assignment operates prior to a statutory holiday, 100 miles as payment for such statutory holiday at rate of last locomotive operated.

New clause to provide premium rate of pay for afternoon and night assignments.

This proposal is divided into three parts. Under Clause (a) the Brotherhood is requesting a unit basis of pay for yard service. Under the present clause, there is a classification by weight on each of the drivers, and the basic day's pay, depending on the weight on drivers, varies from \$18.26 to \$21.37. Under the Brotherhood's proposal, instead of having graduated rates for each engineer according to the weight on him as a driver, they would substitute single rates to apply to all locomotives in yard service.

According to the Company statement, this would result in direct increases in basic rates of pay for approximately half the locomotives used in the service for which there would be no additional work performed or service rendered. The Brotherhood, however, supports its proposal for a unit basis of pay for yard engineers because its proposal would be based on exactly the same formula used to arrive at the unit basis of pay for engineers in passenger and freight service, that is, a rate based on the average rate of all yard units in service.

Recommendation—The Board recommends that a unit basis of pay be established between the high and the low rates generally paid in yard service. This could be brought about by arriving at a weighted average between the high and the low rates paid in yard service. The reasons that the Board suggests a weighted average is because it understands there are more heavy units in use than light units, and if a weighted average rate mid-way between the high and low rates is taken, it would take this into account and arrive at a rate which the Board feels is fair to all concerned.

The second part of the Brotherhood's request No. 4 is that Remembrance Day be included in the present statutory holiday rule governing yard engineers.

Recommendation—The yard engineers are presently allowed seven statutory holidays and the Board does not see fit to recommend that Remembrance Day be added to the seven presently enjoyed.

The third part of the Brotherhood's proposal No. 4 is that when a regular yard assignment is cancelled as a result of an approaching statutory holiday, the locomotive engineer assigned shall be compensated to the extent of 100 miles (8 hours) at the rate for locomotive in service last performed, but that this should not apply to an engineer who exercises seniority on other assignments. The Company asserts that if this proposal were adopted, it would mean that an engineer whose assignment is cancelled prior to the statutory holiday (if cancelled on the statutory holiday he gets the statutory holiday) due to reduction in business would, even though the job no longer existed, be entitled to one day's pay for a statutory holiday that occurred at a later date.

Recommendation—The Board does not see fit to recommend this proposal as its view is that the yard engineer is reasonably well protected under the present clause.

The last part of proposal No. 4 is that there should be a new clause added to the agreement to provide premium rates of pay for afternoon and night assignments in yard service, and if the proposal were adopted, a locomotive engineer in yard service who is required to report for duty between the hours of 12 noon and 5.59 p.m. standard time would receive an additional 5 per cent in basic rates of pay for such shift, and a locomotive engineer in yard service who was required to report for duty between the hours of 6 p.m. and 5 a.m. standard time, would receive an additional 15 per cent in basic rates of pay for such service.

In support of its contention that yard engineers should be paid added differentials for afternoon and night shifts, it submits that the burdens of responsibility of the locomotive engineer are greatly increased when the duties are performed during the evening or night hours; there is disruption of home and social life involved in the shift work, and this disruption is now recognized in Canadian industry which to an ever increasing extent is paying additional compensation for shift work.

There is no doubt about the fact that differential payments for shift work, afternoon and evening, are quite common in industrial labour contracts, the basic theory being that when an employee is required to work during hours other than what are considered normal working hours, he should be paid additional compensation. In some companies who don't normally have a second or third shift, the additional pay acts to some extent as an incentive to the company not to schedule work during off hours.

There are, however, other companies who are on two- or three-shift operations steadily, who do pay the differential for the second and third shift.

The locomotive engineer in yard service performs work on a 24-hour basis, and sometimes has to work 6 days a week, and perhaps even 7 days a week. The most senior man is entitled to choose his hours, and if the most senior man desires the day-time shift he receives it through the exercise of seniority, and the junior man, no matter how junior, receives the same rate of pay as the senior man but is not entitled, if he is junior, to pick the shift that he desires.

The Railway submits that the engineers already receive what amounts to a differential because the senior man has the choice of the assignment, and the junior man gets equal pay to that of the senior man. It is true that this arrangement is different from that found in industrial trades generally.

Recommendation—The Board is of the opinion that because of the seniority rights applying to the preferred time of working that an engineer enjoys, the reason for him receiving a differential in pay for off-shift work is not the same as that in industrial classes generally. To grant the engineers' request would involve a very substantial amount of extra cost and for these two reasons, especially in view of the recommendations hereinafter made for increase in basic rates of pay, the Board does not see fit to recommend the Brotherhood request be granted.

V—Article 5

Clause (b)

Amend Paragraph 1 to allow for payment of deadheading at the highest rate plus fare and/or expenses, when ordered to deadhead by other than rail transportation.

Clause (f)

Amend rule to provide payment equal to actual pay lost for spare engineers when attending court and payment at rate of \$2.50 per hour to engineer required to attend court during off duty hours.

Clause (h)

Amend rule to provide payment when engineer is required to set up unit or units for multiple service.

The first part of this request is that an engineer required to deadhead by other than railway transportation, be paid at the highest deadhead rate plus his fare and expenses, and the Brotherhood in support of its request says that the present deadhead rule makes no provision for the rate to be paid when deadhead service is performed on other than rail transportation, and that when other than rail transportation is required for

deadheading, the Company should pay the cost of transportation as well as pay for the deadhead time.

The Company says that the present practice is that individuals or crews may be deadheaded as passengers on freight or passenger trains, and when freight or passenger trains can't be utilized, the Company may require deadheading to be done by taxi or bus, and in such instances the expense is borne by the Company.

Recommendation [Clause (b)]—The Company has a request in for a reduction in deadheading payments which is dealt with under Company proposals, but with reference to this particular proposal, the Board is of the opinion that when deadheading is required by other than railway transportation, if the Company pays the cost of such transportation it should in addition to that, pay the lowest deadhead rate for the time occupied in deadheading.

CLAUSE (F). This proposal is to amend the rule to provide payment equal to actual pay lost for spare engineers when attending court and payment at the rate of \$2.50 an hour to an engineer required to attend court during off-duty hours.

The Brotherhood asserts that this rule is necessary because regularly assigned engineers who are required to attend court are compensated to the extent of wages they would have earned except for their absence attending court, while spare engineers receive only a low rate of \$1.85 per hour to a maximum of 8 hours in 24 hours held.

The Brotherhood further says that if a spare engineer loses one yard shift while attending court, he would receive \$14.80, while his loss would amount to at least \$19.55, being the lowest yard basic day rate, and under similar circumstances the spare road engineer might lose a trip of 250 miles during the 24 hours he is held for court duty and consequently suffer an even greater loss.

The Brotherhood further asserts that engineers should not be required to give up their off duty time without compensation, and to meet this need they suggest that Clause 3 of Article 5(f) be amended by allowing for payment at the nominal rate of \$2.50 an hour for all time required to be available while off duty.

The Company points out that the Brotherhood's proposal would require all engineers being compensated to the extent of wages they would have earned had they not been called to attend court, and when no work is lost they be paid at the rate of

\$2.50 an hour for all time they were required to be available, computed from the time they were required to report or dead-head.

Under the present rule, an engineer in regularly assigned service or set up in pool service, who is called as a witness in court by the Company or before a coroner's inquest in a case in which the Company is concerned, will be compensated to the extent of wages which he would have earned except for his absence as a result of such call, and the engineer who is on the spare board and is called as a witness in like circumstances, if time is lost: 8 hours will be allowed per day of 24 hours at the rate of \$1.85 an hour.

Recommendation [Clause (f)]—The Board is of the view that the spare engineer should be paid for time lost on an hourly basis related to his daily basic pay in the last service he performed. In other words, if the last service he performed had a basic day rate of \$19.55 and he were on duty at a coroner's inquest for an hour, he would receive \$19.55 divided by eight, \$2.45, and if his last service was at a higher rate he would receive an hourly rate based on his basic daily rate divided by eight.

The Board does not recommend that this provision should be extended to cover cases in which the engineer loses no wages. In such circumstances, although he must attend court by reason of being subpoenaed to an inquest or court, he actually receives reasonable expenses while away from home and is reasonably compensated in the Board's view for the time lost if he loses no work thereby.

CLAUSE (H). This proposal would amend Article 5, Clause (h) to provide payment when an engineer is required to set out or pick up unit or units for multiple service.

Under the present rule governing payments for the service of setting out and picking up diesel units en route, locomotive engineers receive payment only when they are required to make or break connections between units and at points where shop staff is employed to perform the work involved in making or breaking connections, the locomotive engineer is not paid the allowance specified, and the Brotherhood asserts even though the shop staff actually makes the connections, the engineer often is required to perform other functions which may include cutting out brake, setting rotor valve, setting engine control switch, removing control handles, closing unit doors and windows, etc. The Brotherhood also states that for these

reasons it submits that there should be a payment of 30 minutes specified in the rule applying at all points where diesels are set out and picked up en route, as provided for in the rule as they suggest it should be amended.

It will be noted that one of the Company's proposals is that the present payments provided should be deleted from the articles in the contract in both East and West regions. The Board was told that the present clause was written in as a result of negotiations in the 1959 settlement, and that the payments provided for by this rule apply when units are picked up or set out at intermediate points for traffic or operating purposes requiring the making or breaking of connections between the units by the engineer, but not if connections between the operating units of the locomotive consist are made or broken by shop staff personnel or other employees assigned to perform this service. An exception to the payment where shop staff personnel did not perform the service, is that no payment is provided if the unit has to be set out or picked up because of mechanical failure.

Recommendation [Clause (h)]—The Board is of the opinion that in this situation the engineers are requesting payment mostly in consideration of services performed by employees other than themselves, and it does not feel justified in making the recommendation asked for. The Company's request is dealt with under Company proposals.

VI—Article 6
Clause (c)

Amend rule to provide that diesel units in snow plow service will be equipped with dual cab heaters.

Brotherhood's request No. 6 requesting Clause (c) of Article 6 be amended to provide that diesel units in snow-plow service will be equipped with dual cab heaters, has been dropped.

VII—Article 7
Clause (c)

Increase wayfreight rate by \$2.00 per 100 miles.

This proposal is that Article 7 be amended increasing the wayfreight rate by \$2.00 per 100 miles. Under the present wayfreight rule, regularly assigned engineers in wayfreight service or through-freight engineers that qualify under the conversion rule, receive \$0.70 per 100 miles as payment over and above the basic freight rate applicable.

The Brotherhood submits that when the differential for wayfreight service was first established, it amounted to 18 per cent of the basic freight rate in effect at that time, and that today's differential of \$0.70 per

mile represents less than 5 per cent of the basic freight rate calculated on the rate for one unit in freight service, and thus the Brotherhood argues that on the basis of the differential in 1902, it might well have requested a \$3.00 differential today, but it asserts it is asking only \$2.00 because it compares with the differential paid to road switcher assignments.

The Company asserts that the wayfreight differential paid locomotive engineers was in recognition of longer hours on duty brought about by additional work handling less-than-carload-lot-freight and local switching, and that in the past, it was not unusual for wayfreight crews to unload 10 to 20 cars of less-than-carload-lot-freight during a trip, as well as perform switching at various stations along the line to set off, pick up or place cars for loading or unloading in carload lots.

The Company says that since 1920, less than carload-lot traffic has been greatly reduced and at the present time wayfreight seldom handle more than one car of less than carload lot traffic, and in some cases only part of a car. The Company also says that wayfreight and mixed-train crews handle a very small volume of l.c.l. freight, their main duties being spotting and switching cars. The Board is satisfied that there has been a vast reduction in l.c.l. traffic and that this has resulted in the duties of crews in wayfreight and mixed train service being in the main confined to switching en route.

Recommendation—The Board has come to the conclusion that wayfreight and mixed train service is not nearly as onerous and as time consuming and as irregular as it was in the past, and does not see fit to recommend that the Brotherhood's proposal be adopted by the carriers.

VIII—Article 8

Clause (a)

Amend rule to allow for payment of all time occupied in work train service en route.

New clause to provide that self-propelled cranes handling cars in work train service will be manned by locomotive engineer.

The Brotherhood explains that this request is designed to compensate road engineers for all time occupied in work train service en route, and that since road engineers are paid on the basis of time or miles, whichever is the greater, the performance of work-train service en route adds to the time required to complete a trip, and is outside of the trip called, and therefore some form of compensation should be paid for the time so occupied.

The present rule provides that such an engineer will be paid for work train service en route when the time occupied ex-

ceeds one hour. The Western rule provides for payment of all time held to perform work service en route, and is outside the work of the trip. The present rule allows the road engineer payment for work or wreck train en route when the time occupied exceeds one hour.

The Company in dealing with this request says the real purpose to be served by the provision for additional payment was to impose a penalty on the Company in circumstances where crews are delayed en route for unduly long periods as a result of performing these services.

Recommendation (Part 1, Proposal VIII)

—The Board is of the opinion that the present rule provides adequate safeguards for the engineers and therefore does not recommend the change requested.

The second part of the Brotherhood's proposal No. 8 is that a new clause be added to provide that the self-propelled cranes handling cars in work-train service will be manned by a locomotive engineer.

This proposal is put forward by the Brotherhood to make sure that when cars are moved by means of propulsion other than locomotive that the engineer's rights to operate the means of propulsion are safeguarded. Self-propelled cranes are for specific work and they are operated quite differently from locomotives, and the Board does not feel there is any justification to recommend the adoption of the Brotherhood's proposal.

Recommendation (Part 2, Proposal VIII)

—The Board recommends that this proposal be not accepted.

IX—Article 10

Clause (a)

Amend rule to allow away from home payment after the expiration of 12 hours in place of 16 hours and provisions of rule to apply in assigned as well as unassigned service.

The Brotherhood proposes that Article 10, Clause (a) be amended to allow away-from-home payment after expiration of 12 hours in place of 16 hours and provisions of the rule to apply in assigned as well as unassigned service.

The present clause provides that an engineer in pool freight and in unassigned service held at other than home terminal longer than 16 hours without being called for duty, will be paid minimum passenger rates on the basis of 12½ miles per hour for the first 8 hours in each subsequent 24 hours thereafter.

The Brotherhood advances as its reason for requesting that the 16 hours be reduced to 12 hours, that the 16-hour provision is

excessive and results, according to the Brotherhood's submission, in engineers being held away from home for longer periods than necessary, and that engineers held away from home are put to considerable expense and inconvenience for which the present rule does not adequately provide.

The Brotherhood proposal would provide for away from home payment after the expiration of 12 hours in place of 16 hours and would apply the rule in assigned as well as unassigned service. The present rule insures that engineers receive at least one basic day's pay for each 24 hours held even although no work may be performed.

The Company says that it does everything possible consistent with economy of operation to return crews promptly to their home terminal, and in those instances where crews are held at away-from-home terminals a sufficient length of time to come within the provision of the present rule, it is due to some factor not reasonably within the control of the Company, such as unbalanced flow of traffic, or serious interference with train movements because of weather or unusual conditions. It also states that the present rule provides a sufficient penalty to discourage any unreasonable delays and provides a protection to the employees against loss of earnings without involving a waste of transportation service.

Recommendation—The Board is of the opinion that the Brotherhood is reasonably well protected under the present rule and recommends no change, except that the rule should provide that when assigned engineers are held away from the home terminal, except in cases of wrecks, snow blockages or washouts on the sub-division to which they are assigned, and when engineers on assigned runs are held away from home terminals waiting their trains, delayed beyond the advertised time of departure the engineers will be paid for the time so held if it is more than 7 hours. Seven hours or less not to count. If over 7 hours the engineers to be paid twelve and one-half ($12\frac{1}{2}$) miles for each hour over the said 7 hours at minimum passenger rates for the first eight (8) hours in each subsequent twenty-four (24) hours so held. Time to be submitted on a separate time return.

X—Article 11

Amend the rule to provide that locomotive engineer will be employed to operate all forms of motive power in passenger, freight, yard and work-train service.

The Brotherhood would add to the present rule the following words:

"Whenever new forms of motive power are introduced in freight, passenger, yard, work-

train or snow-plow service, position of engineer, operator or motorman will be filled from the seniority roster of the locomotive engineers."

The Brotherhood says that recently experiments have been conducted with a different class of motive power operating on rail, consisting of a tractor-trailer type of equipment in which flanges are placed on the wheels making the operation on railway tracks feasible.

While the Company admits that experiments have been made with some other different forms of motive power, it is the Board's understanding that no such tractor or motor-truck type of transport is likely to be introduced in the immediate future.

Recommendation—There is still great uncertainty as to whether or not the Railway will introduce any other forms of motive power, and until the introduction of some different form of motor power becomes a practical and definite possibility, the Board does not see fit to recommend the adoption of the suggested amendment.

XI—Article 12

Add provision to prevent the operation of "A" and "B" diesel units backwards except in case of emergency or doubling grades.

This proposal is to add a provision to Article 12 to prevent the operation of "A" and "B" diesel units backwards except in cases of emergency or doubling grades. The Brotherhood says that this rule is necessary as a safety measure, that diesel units are not designed to operate backwards in road service because the controls are located so that engineers must face forward to properly operate them, and that the Company has sometimes asked engineers to operate diesel units backwards for some considerable distance.

Recommendation—The Board is of the view that the Company is safety conscious, and while the Board has some sympathy for the Brotherhood's request, it does not feel that it should recommend the incorporation in the contract of the clause suggested, but at the same time, it would like to point out to the Railway that in its opinion diesel "A" and "B" units should not be operated backwards in road service unless in very exceptional circumstances, and except in cases of emergency or in doubling grades or for other like reasons.

XII—Article 16

Section 1, Clause (d)

Amend rule to provide 4 weeks vacation after 25 years continuous service and 250 months of compensated service.

Section 3

Add clause to provide that time lost due to compensable injury will be considered as compensated service in the calculation of pay.

This proposal is to amend Section 1 Clause (d) of Article 16 to provide 4 weeks vacation after 25 years continuous service and 250 months of compensated service, and to add another clause to Section 3 to provide that time lost due to compensable injury will be compensated service in the calculation of vacation pay.

Recommendation—Under the recent non-operating employees collective agreement, 4 weeks vacation after 25 years of continuous service was granted by the Company, and the Board is of the opinion that this request should be granted by the Company to the employees, but that the part of it which has to do with time lost as a result of compensable injury as compensated service should *not* be used in the calculation of vacation pay. The actual wording of this vacation clause should be left to the parties to work out between themselves.

XIII—Article 19

Clause (a)

Add provision that investigation will be held at home terminal of engineer concerned.

Clause (d)

Amend rule to provide that engineer will not be dismissed or disciplined without a fair and impartial trial; will not be required to assume responsibility in his statement and will be notified of the decision within 15 days of initial investigation.

This proposal is divided into two parts. The first part is to amend Article 19 by adding a provision that investigation will be held at home terminal of engineer concerned, and the second part is to amend the rule to provide that the engineer will not be dismissed or disciplined without a fair and impartial trial, and will not be required to assume responsibility in his statement, and will be notified of the decision made within 15 days of the initial investigation.

The Brotherhood says that sometimes an engineer has to travel up to 150 miles to reach the headquarter station where the investigation takes place, and that such investigation should be held at the home terminal. It also says that engineers should not be asked such a question as "Do you accept responsibility?", and that the rule should provide that decision would be rendered within 15 days after the investigation is held unless otherwise mutually agreed upon.

The Board is told that this rule has been a rule standard both in the engineers' and the trainmen's rule, and that in 1960 in the trainmen's agreement the rule was amended by adding Clause (d), which read as follows:

"An employee will not be disciplined or dismissed until after an investigation has been held and until the employee's responsibility is

established by assessing the evidence produced and no employee will be required to assume this responsibility in his statement or statements. An investigation shall be held and the employee advised in writing of the decision within 15 days of the time the report is rendered except as otherwise mutually agreed upon."

Recommendation—The Board is of the opinion that the engineer's contract should contain a similar clause. The Board does not recommend the other changes requested by the Brotherhood in this rule.

XIV—Article 20

Amend the rule to read: Passenger trains handling piggyback cars will be considered as mixed-train service.

The Brotherhood proposes that Article 20 be amended to read: Passenger trains handling piggyback cars will be considered as mixed-train service. This proposal has been dropped and therefore it is not necessary to report upon it.

XV—Article 23

Clause (a)

Amend rule to allow engineer to book rest after the expiration of 8 hours on duty and be paid for time occupied travelling to objective terminal or provided with suitable sleeping accommodations at the point where rest is booked.

Under this proposal the Brotherhood asks that Clause (a) of Article 23 be amended to allow an engineer to book rest after expiration of 8 hours on duty and be paid for time occupied travelling to objective terminal or be provided with suitable sleeping accommodation at the point where rest is booked.

At the present time an engineer who has been on duty 12 hours or more will have the right to book rest at any point and the man is to be the judge of his condition. The Brotherhood submits that by reason of the exacting nature of locomotive engineers' duties, engineers should be allowed to book rest if their condition warrants it, and they should be the judge of that at the end of 8 hours on duty.

The Brotherhood's view is that an engineer who is required to sit at the controls on his locomotive with his foot on the dead-man control, and at the same time be watchful of every movement of his engine and train, finds on occasion that he needs to book rest at the end of 8 hours, and that if that is so, he should have the right to do so.

The second part of the Brotherhood's request is that the engineer be paid for time occupied travelling to the objective terminal or provided with suitable sleeping accommodation at the point where rest is booked.

The Company contends that the present provision permitting engineers to take rest at any point after 12 hours or more on duty is fair and creates no hardship. It points out that the physical requirements of locomotive engineers have not increased, but with the advent of the diesel and various improvements in the engineer's position and with the introduction of many devices, the actual physical work of the engineer is much less onerous than that required of him while operating under steam power.

The Company points out that the present rule is intended to apply only when the physical condition of the man taking rest is such that he cannot carry on to the terminal, and that it was never intended or accepted that men who were physically fit to carry on would be permitted to take rest for the purpose of circumventing work still required to be done. Engineers sometimes work less than 8 hours before they are off duty and sometimes more, and the Company contends that the existing arrangement is fair and equitable to all parties concerned.

If the Brotherhood's demand were met, one man of a crew could tie up an entire crew without regard to the expense or loss to the Company and inconvenience to its customers.

The Board of Transport Commissioners is empowered to make rules regulating the hours of work for railway employees, and if the Brotherhood could bring forth sufficient instances where an engineer, who entered upon his duty after proper rest, found that by reason of fatigue he required to book rest after 8 hours and before 12 hours, no doubt the Board of Transport Commissioners would make a ruling to meet the situation as it found it.

The second part of the request is that the engineers be supplied with suitable sleeping accommodations at the point where rest is booked. This would mean if this request were met that the Company would have to supply or would have to be prepared to supply accommodation at almost every point on the system without knowing in advance where such point would be at which the engineer might decide to book rest.

Recommendation—Engineers at present booking rest en route are permitted to travel to the terminal on their train or on the first passenger train. This seems reasonable. The Board does not recommend the acceptance of the suggested change either as to the reduction in hours in booking rest or as to the provision requested for supplying suitable accommodation at points where rest is booked.

XVI—Article 25

Clause (a)

Amend rule to provide diesel units with suitable locker for storing clothing, elimination of diesel fumes and maintenance of weather stripping.

New clause to provide for electric water coolers on diesel units.

New clause to provide for the installation of bay windows and awnings on all diesel units employed in yard, wayfreight and road-switcher service.

The next proposal of the Brotherhood is that Article 25 be amended in Clauses (a) and (d) as set out in the appendixes. The reason given by the Brotherhood for this requested amendment is that the present rules which were written for steam power are not applicable to present conditions, and it submits that with diesel locomotives, there is not adequate provision for storing the clothing. Further, that weather stripping on doors and windows becomes worn and missing, causing cold, drafty cabs, and that the admission of oil fumes from the engine causes embarrassment and fatigue, and that the heaters are not of sufficient capacity on some units, and that drinking water facilities are primitive. All of these things they want corrected, and that the new rule is designed to do this.

Dealing with the part of the request which has to do with the lockers for storing clothing, the Company points out that most yard diesels are equipped with lockers for this purpose, but it is their experience even when so equipped they are not used, and as a result, the policy was changed so that coat hooks were put on in diesel cabs, and except for the inclusion of the request at this time of bargaining, the Company has had no other complaints concerning the arrangement.

The Company says that occasionally there have been complaints about diesel exhaust fumes entering the operating cab, and when this has been brought to its attention, the condition has been remedied. The Company also says that prior to the onset of winter weather, the regular staffs are augmented and cabs are winterized, and that they have had very few complaints in this connection.

The Company also says that the request for supplying electric water coolers, if carried out over the whole system, would result in the expenditure of approximately \$450,000.00, and that the Company presently supplies ice water in regularly sterilized galvanized pails.

The Brotherhood request for bay windows and awnings refers to diesel units in wayfreight and road-switcher service, where considerable switching is performed.

The Company says that bay windows and awnings are not necessary on the road diesel because the units already supply excellent visibility front and rear.

Recommendation—The Board is of the opinion that the improvements recommended by the Brotherhood, while desirable, are of an expensive nature and should not presently be recommended. However, the Board does ask that the Company pay more attention to specific complaints when they are received and take corrective action to improve them. The Company might instruct its local management personnel to forward these complaints to the head office. It would appear that some of the difficulties that have arisen have done so by reason of the man on the scene not passing on the complaints to people in higher management positions in the Company.

XVII—Article 26

New rule to define duties of an engineer.

New rule to provide that regularly assigned engineer will receive at least 24 hours notice of cancellation of assignment or be paid 100 miles for each day lost.

The Brotherhood proposes a new rule to define the duties of an engineer and a new rule to provide that regularly assigned engineers receive at least 24 hours notice of cancellation of assignment or be paid 100 miles for day lost.

The engineers' committee feels that since any present rules or booklets relating to the duties of engineers were prepared and promulgated primarily to relate to steam locomotives, that the various items relating to the duties of a locomotive engineer which are found in different places should be combined under one article and written into the collective agreement.

The Board understands that engineers' duties for the different classes of service may be quite different, and it would be difficult to write a rule to define all the duties. The very definition of duties might be interpreted so as to restrict or avoid work which had never been intended or contemplated, although it might not be specifically spelled out in the duties as defined.

Recommendation—The Board does not see fit to recommend that a rule be written to outline in detail the duties of a locomotive engineer.

PART 2—PROPOSAL XVII. The Brotherhood's request for a new rule covering cancelling of assignments is to protect an assigned locomotive engineer from loss of time due to short notice being received that his assigned job or run has been cancelled.

The Company points out that cancellation of assignments usually results from two causes: (1) an emergency situation where no operation can be performed and advice of cancellation depends on the cause of emergency, or (2) where an assignment is not warranted, in which case advance notice is given.

Recommendation—The Board does not recommend that a rule be written as the Brotherhood suggests, but it is of the opinion that the Company might well give a letter to the Brotherhood advising the Brotherhood that it would give 24 hours advance notice of cancellation of assignment whenever possible.

XVIII—New Rule

The Brotherhood proposes to have a new rule written into the contract covering rest-house conditions and maintenance. The rule respecting work trains, sleeping quarters, as suggested reads as follows:

Requested Rule or Amendment

Clause (a) Engineer who has been on duty eight (8) hours or more will have the right to book rest at any point, the man to be judge of his own condition, 8 hours rest to be considered sufficient except in extreme cases. It is understood that in the event of an engineer having to tie up between terminals and ask for relief owing to excess time on duty, he will be furnished transportation and allowed to travel to terminal on his train or first passenger train, if more preferable to him, and be compensated as in continuous service until arrival at objective terminal.

NOTE. In the event an engineer books rest between terminals and is supplied with proper sleeping accommodation, payment for his trip will be on a continuous-time basis less time of rest booked.

The Brotherhood says that at the present time the contract contains no adequate provision covering the matter of sleeping quarters for locomotive engineers when tied up away from their home terminal. It asserts that while rest-house accommodation is being provided by the Company, there is nothing in the collective agreement which makes it a requirement for the Company to do so except as stipulated in Article 8(f) of the Atlantic & Eastern Regions schedule and Article 8(h) of the Prairie and Pacific Regions schedule which pertains to engineers assigned to work train service. This rule reads as follows:

"Suitable sleeping accommodation, including pillows, blankets, mattresses, will be provided for an engineer on work train. Engineer on work-train service when laid up at other than terminal will be paid continuous time if sleeping accommodation is not provided."

Recommendation— The Board recommends that a rule be worked out between the parties covering rest houses, and that such rule be incorporated in the contract. The Board does not, however, recommend that the sleeping quarters should be separately provided for engineers, and in fact, such sleeping quarters might well be provided in motels, hotels, or other suitable places.

The wording of the rule as recommended should be carefully worked out, and while protecting the men so they will have comfortable and sanitary quarters, the Company should be given the widest possible latitude as to the place of the quarters and the nature of the accommodation, that is, whether it is private or public accommodation.

XIX—New Rule

The next Brotherhood proposal is that there should be a rule introduced to provide for statutory holidays to locomotive engineers in all classes of service. The rule should follow the general pattern of the master agreement for statutory holidays for non-operating trades.

The Brotherhood submits that the Company should extend to all engineers similar statutory holiday provisions as they presently extend to engineers in yard service, and in support of its contention, it states that road engineers wish to enjoy holidays with their families as much as any other citizen, and when deprived of the right to do so should be compensated for loss in manner similar to that of yard men and those employees in the non-operating group. The Brotherhood submitted certain statistical material to show how common statutory holiday provisions are in industrial contracts.

The Company on the other hand points out that although agreements for non-operating employees have contained clauses giving them premium payment for work performed on certain statutory holidays for many years, such provisions have not until recently been applied to any of the running trades, and then only in 1957 was statutory holiday pay provided for engineers in yard service.

The Company points out that in outside industry, the requirement of working on a statutory holiday is at the discretion of the employer, and can be related directly to expectation of profit arising from the extra work performed, and that even in yard service some reductions can be made in yard assignments on statutory holidays due to the local businesses closing down.

The Company asserts that since, under its charter, accommodation for all traffic must be provided without delay and with due care and diligence, that trains must be operated around the clock, 7 days a week, and that this fact is recognized in the existing rates of pay; that to suspend train movements on statutory holidays would cause a serious dislocation because of delays to traffic, deterioration of perishable goods and inconvenience to many.

Also, since statutory-holiday work is primarily a penalty payment to minimize and eliminate work on the day on which the penalty applies, and since this cannot be done owing to the nature of the Railway's operation, there is no need for such provision in the contract, as it would amount simply to a penalty provision which would add remuneration for no service performed. No other branch of the operating service other than the yard engineers receive statutory holiday pay.

Recommendation—As the average time worked of both freight and passenger engineers is less than 40 hours a week, there is less need for an allowance for statutory holidays, and in view of the recommendations for increase in basic wages hereinafter made, the Board does not see fit to recommend the change requested by the engineers.

XX—New Rule

The next proposal of the engineers is that a new rule be added to provide payment for a locomotive engineer required to operate a locomotive equipped with radio telephone. This the engineers say is based on the principle that such service does not fall within the normal scope of the duties of a locomotive engineer, and if he is to use radio telephone, his productivity and efficiency is thereby increased and it should be compensated for by a premium payment of \$1.00 per trip.

The Company says that radio equipment is provided to bring about more efficient operation by enabling instructions to be transmitted more expeditiously and clearly, and that the equipment is installed at the Company's expense and that any increase in efficiency or safety is attributable directly as a result of additional capital investment, rather than a change in the engineers' function.

The Company says that communications have always been of importance and concern to locomotive engineers as well as to all members of the running trades and that they have always had communication responsibility, and that the use of radio is

simply a substitute for duties that have been more onerous and unpleasant and unreliable in the past, and that their use simply benefits engineers by making their work safer and more comfortable. The request amounts to a request for an increase in compensation for which no additional service is rendered or no additional work performed.

Recommendation—The Board is of the opinion that an engineer has responsibility for communication with the use of various flags, flares and signals and the use of a radio facility is only an extension of these responsibilities, and does not change his function, and the Board is of the opinion that the use of radio facility may in some instances make this function of the engineers easier and more comfortable to perform. For these reasons it would recommend against the acceptance of the Brotherhood's proposal.

XXI—New Rule

The next Brotherhood proposal is to introduce a rule for the payment of wages every second Thursday. While if this were practical it would be an advantage to the engineers, the demand does present practical problems for the Railway, and a similar request was put forward by the non-operating groups in 1958, and as a result of a study by committee representatives of both parties, it was found that the implementation of the request was impractical and it was later withdrawn.

Recommendation—Since this schedule of payment does not apply to any other Railway employees, the Board does not see fit to recommend that it be applied to the engineers.

XXII—New Rule

The Brotherhood proposes a new rule to provide engineers for compensation for loss incurred in the sale of their property and expenses in connection with moving personal effects when required to relocate their residence as a result of change in terminals.

The engineers point out that terminal points have been established and designated by the Company, and following the establishment and designation of terminals, engineers have been required to establish their homes at work out of such designated points, and that during the course of time locomotive engineers have bought or built homes and contributed to the building up of a community in which they were expected to live.

The Brotherhood says that as a result of "dieselization" many services that were necessary when steam locomotives were used are not necessary now. There has been a discontinuance of water tanks, coal chutes, ice pits, round houses and cutting down of shop staffs, and sometimes one locomotive engineer now performs work previously requiring several to do, and because of the advantages of the new innovations in motive power employees who are required to move their families away from the homes they have spent many years to acquire, and away from the social life they have established, and the many municipal improvements they have helped to pay for, should be protected against losses in the event of the sale of their homes or moving away when the exigencies of the operation require them to change their place of residence.

The wording of the new rule that the Brotherhood proposes may be found on Page 5 of the Company brief and starts out as follows:

"When a locomotive engineer is forced to move from a home terminal to exercise his seniority to enable him to work because of management's desire to run trains two sub-divisions or through existing home terminals, (existing home terminals to mean home terminals existing in 1957) or through former turn-around points. Such locomotive engineers must be compensated for the moving of household effects and further, must be compensated for any monetary loss from the sale of homes.

The cost of such homes to be determined on the value of the current condition of the homes had such homes been offered for sale 2 years prior to the notification of change in operation. The home to be defined as meaning the house, property the house stands on, the garage and necessary outbuildings and the property that such garage or outbuildings stand on. It to be understood that any locomotive engineer who has already suffered a loss because of the running of crews through home terminals or two sub-divisions, that this article of the contract be retroactive."

Management in reply says that as far as the agreement is concerned, management's rights are unrestricted in the matter of extending runs or changing terminals, and that the rule which has been in force since 1959, Article 26, Clause 1, amply protects the Brotherhood to the point of providing for impartial arbitration if agreement cannot be arrived at concerning the establishment or the changing of home terminals.

Recommendation—The Board is aware of the fact that by reason of "dieselization" and changing schedules and terminals, many employees may be uprooted. However, it takes note of the fact that recently the Minister of Transport announced that this whole problem would be referred to a

legislative committee of the House of Commons at the next session of the Federal Parliament.

No doubt this committee will go into every aspect of the matter and make a report thereon. In the meantime, the Board of Conciliation feels that the present arrangement should not be disturbed and therefore it recommends that the Brotherhood's request as outlined in its proposals be not granted in the forthcoming contract. The Board does not wish in any way to influence what the committee might decide.

XXIII—Separate Proposal Offer to Prairie & Pacific Regions Only

The Brotherhood proposes that under Article 2 of the Prairie and Pacific Regions, Road Service, they wish the rule to read 20 miles per hour where $12\frac{1}{2}$ miles per hour and 15 miles per hour now appear. The engineers explain that under the present rule, a passenger engineer working between certain points specified in the said rule is paid at the rate of 15 miles per hour for preparatory and initial time, and if the time on duty exceeds the road miles divided by 20, miles per hour overtime and final terminal time is paid at $12\frac{1}{2}$ miles per hour.

This the engineers say means that an engineer takes reduction in pay for final delay and overtime. Engineers submit that since mountain differential was reduced to \$1.00 per 100 miles in passenger service, that it is only reasonable to expect that 20 miles per hour in initial and final terminal time should be paid as now applicable in all other passenger service in that region.

Recommendation—One of the Company proposals is to eliminate initial and final terminal delay time and hereinafter the Board has reported against the acceptance by the Brotherhood of such proposal at this time. On the other hand, it does not feel that it should increase the payment for initial and final terminal-delay time even in the Western region. Therefore, the Board recommends that no change at present be made in this rule.

XXIV—Article 2, Clause R

"Freight engineer held 2 hours or over to load or unload stock, will be paid for all time so held at freight rate, each 5 minutes to count as one mile. This time not to be included in computing overtime."

The next proposal put forward by the Prairie and Pacific Regions engineers is that engineers in freight and wayfreight or mixed-train service held to unload or load stock will be paid for all time so held at the freight rate applicable, each 5 minutes

to count as one mile. At the present time engineers in freight, wayfreight and mixed-train service held 2 hours or over to load or unload stock will be paid for all time at the applicable rate to the class of service, each 5 minutes to count a mile. This request is put forward to compensate road engineers for all time occupied in loading and unloading stock en route.

The Company says that the engineers are adequately provided for by the dual basis of pay structure, which provides for payment for the trip as a whole on the basis of miles or hours, whichever produced the greater payment, and the purposes of the additional payment when time occupied in this service exceeds 2 hours, is to impose a penalty upon the Company in circumstances where crews were delayed for unduly long periods as a result of performing these services.

The Company proposes that this guarantee for payment if engineers are delayed en route more than 2 hours and doing loading or unloading stock, to have this provision taken out of the contract, and later in this report the Board reports against the deletion of the provision of this rule regarding certain penalty payments.

Recommendations—Under all the circumstances the Board does not see fit to recommend the adoption of the Brotherhood's proposal for the payment of all time taken to load or unload stock.

XIV—Prairie & Pacific Regions: Proposal of Amendments to Rules

The next proposal is that the yard engineer will be allowed 20 minutes for lunch between 4 and 5 hours after starting work, without deduction in pay, and that the yard engineer will not be required to work longer than 5 hours without being allowed 20 minutes for lunch and with no deduction in pay or time therefor.

Under this request the Brotherhood wants to reduce the time an engineer eats, from $5\frac{1}{2}$ to 5 hours after starting work. The Board is of the opinion that to reduce the waiting time from $5\frac{1}{2}$ to 5 hours before the yard engineer is allowed to take lunch is simply a restriction on railway operation for which there is no great need.

Recommendation—The Board therefore recommends that this request be not granted.

Company Proposals

Atlantic & Eastern Regions, Prairie & Pacific Regions

The Company requests that a rule be established to provide for payment of

actual miles or actual time on duty, whichever is the greater, calculated from time required to report for duty until released from duty on the basis of 12½ miles per hour in freight service and in short-run and short turn-around passenger service and 20 miles per hour in passenger service and eliminate all agreements, rules, regulations, interpretations or practices, however established, in conflict therewith, such as:

Article 2, Clause (a). Initial and final time—passenger service.

Clause (c). Short turn-around service.

Clauses (g), (h) and (i). Preparatory, initial and final terminal time in assigned pusher service.

Clauses (o), (p) and (q). Switching at junction, terminal at turn-around points.

Clause (r). Loading and unloading stock.

Article 3, Clauses (a), (b), (c) and (d). Preparatory time, initial and final terminal time.

Article 4, Clause (k). Preparatory and final time—yard service.

Article 5, Clause (g). Picking up and setting out diesel units en route.

Article 6, Clause (a). Plowing out side tracks.

Article 7, Clause (e). Unloading coal at water tanks.

Article 8, Clause (a), (b), (c) and (j). Work train service.

Article 12, Clause (b) and (c). Doubling.

Article 14. Running off main line.

Article 15. Hostling,

... and similar articles in the Atlantic and Eastern Region.

This request of the Company is a very far reaching one and seeks to eliminate the payment of any arbitraries. The Board will deal with them in the order in which they appear on the requests, and the first one is for the elimination of preparatory time.

Preparatory time is now fixed by recent agreement at 15 minutes, and as this came about as a result of negotiations within the last few years, and since there has been no real change in operating practices since that time, the Board must consider the request in this light.

Recommendation

Re: Elimination of Preparatory Time— The Board does not see fit to recommend the elimination of preparatory time arbitrary in the forthcoming contract.

The next section of the Company's request is that terminal time, both initial and final, be eliminated. Initial terminal time accrues from the time the engineer is ordered to leave the shop track or change-off point until the train leaves the outer main track switch for designated point at the initial terminal in freight service or station in passenger service.

Prior to 1917 in the Prairie and Pacific and prior to 1948 in the Atlantic and Eastern Regions, there were no initial terminal rules in effect. Rules were introduced because the employees contended there was a laxity on the part of the Company in dispatching trains from the terminals, and that the engineers should not be required to come on duty and then have to wait for various periods of time before departing, and the initial terminal delay time was, in theory, that it would provide an incentive for the Company to dispatch trains promptly on their ordered time, and the Brotherhood contended that this was a penalty that was largely within the control of the Company to avoid.

The Company contends that since the adoption of the present initial-delay rule, the average speed of freight and passenger trains has increased and therefore the miles or hours basis of payment is sufficient to take care of the situations where there are delays at the initial terminal.

Where road miles of the trip are less than 100, the Company is required to pay a minimum of 100 miles and is not permitted to use the mileage equivalent of initial-terminal time to supplement the road miles in making up the minimum. Final terminal time in freight service accrued from the time the train reaches the outer main-track switch until the locomotive is placed on the shop-track or change-off point also includes delays to trains held out of objective or final terminal due to yard congestion or other conditions. In passenger service, final terminal time commences on the arrival at the passenger station and continues until 15 minutes after the engine is placed on the shop track, and in the case of a run-through the final terminal time is paid for all time held on duty after arrival at the station with a minimum of 15 minutes, but this final terminal time can be used in both freight and passenger service to make up the minimum day.

The Company's main contention is that because of the mileage method of payment resulting as it does in engineers normally being paid miles, which when converted to equivalent hours exceeds the hours actually worked, it is no longer a justification for continuing to inflate this relationship between hours paid and hours worked for by the addition of further duplication payments such as initial and final terminal time.

On the other hand, the engineers say that initial and final terminal delay time are necessary to make sure that the Company does not unnecessarily delay the starting of the trains and the final release of the engineers at the end of the run, and

also that these arbitrariness are not part of the basis of pay just the same as the miles or hours basis of pay is a part of the system of payment.

There is much to be said for both sides of this argument, but the Board is prepared to recommend on the elimination of initial and final terminal and delay time as follows:

Recommendation—The initial and final delay time is still to a large extent under the control of the Company, and to eliminate these arbitrariness without some safeguards for the men or some control over the Company operations might mean, in some instances, that the men would be required to be on duty a much longer time than they are at present. There is also something to be said for the engineers' argument that the initial and final delay time is now part of their wage structure. In any event, for the duration of the forthcoming contract, the Board does not recommend that initial and final delay time arbitrariness be removed from the contract.

Company Proposal re Switching Limits

Article 4, Clause (q), Atlantic and Eastern Regions reads as follows:

"Where regularly assigned to perform service within switching limits, yard engineer shall not be used in road service when road engineer is available, except in case of emergency. When yard engineer is used in road service under conditions just referred to, he shall be paid miles or hours, whichever is the greater, with a minimum of one hour, for the class of service performed, in addition to the regular yard pay and without any deduction therefrom for the time consumed in said service.

The necessity of changing or re-establishing recognized switching limits, in order to render switching services required because of extension of industrial activities and territorial extension of facilities, must be recognized. The present switching limits will be designated by general notice at all points where yard engines are assigned and will only be changed by negotiation between the proper officer of the Company and the general chairman. The concurrence of the general chairman will not be withheld when it can be shown that changes are necessitated by industrial activities and territorial extension of facilities. Yard-limit boards may or may not indicate switching limits.

This clause is not intended to prevent the Company from using yard engineers to switch industrial tracks within reasonable distance of existing terminal switching limits or yard rates and conditions, such time to be included in the regular yard pay."

Article 4, Clause (q), Prairie and Pacific Regions reads as follows:

"Yard engineer whose work takes him outside of the switching limits will receive yard rates."

The Company's request is that Paragraph (q) of the Atlantic and Eastern Regions agreement should be amended and at the

same time the rule as set out in the Prairie and Pacific Regions schedule could also be amended and clarified to eliminate duplicate payment.

When a yard engineer is used in road service on the Atlantic and Eastern Regions according to the agreement just referred to, he will be paid an arbitrary of miles or hours, whichever is the greater, with a minimum of one hour for the class of service performed, and in addition to the regular yard pay and without any deduction therefrom for the time consumed in yard service. The Company says that this is a duplicate payment for which there is no justification.

In 1960 there was a case involving a yard engineer under the Western Region rule where the tour of duty was from 3 p.m. until 11 p.m. He was required to go a short distance out of the terminal to assist a disabled train into the terminal. The service was performed between 10 p.m. and 10.40 p.m., that is, within his regular yard day. Claim for 100 miles at road rates with 40 minutes spent outside the switching limits was put in, and the contention of the employee was sustained on the basis that the engineer was taken out of yard service and placed on road service, and therefore was entitled to 8 hours at road rates and conditions as well as his day's pay of 8 hours at yard rates.

In the agreement, yard service is in many places recognized as being distinct from road service. The Brotherhood points out that during the last negotiations between the Company and the Brotherhood on the Eastern and Atlantic Regions, changes were agreed to that allowed the Company to establish new switching limits for the purpose of servicing industries located beyond existing switching limits, and the rule was adopted that allowed engineers to go beyond the switching limits for a reasonable distance to switch industrial tracks without additional payment.

The Brotherhood points out that the Railway Board of Adjustment case No. 735 referred to above simply constitutes an interpretation of the proper application of the rule. It also points out that in the Prairie and Pacific Regions agreement there is a rule which restricts certain yard engineers to do yard service after they have been in yard service for over two (2) years, and these men can never change over to road service.

Recommendation—The Board does not recommend that the rules be changed as the Company requests to eliminate any duplicate payment, but it does recommend

that the Prairie and Pacific rule be deleted and that a new rule be written in on exactly the same terms as the Atlantic and Eastern Regions rule. If this rule had been in effect at the time of the decision of case No. 735 before the Canadian Railway Board of Adjustment, it would have meant that instead of paying for full 8 hours for 40 minutes duty outside the yard, the Company would have had to pay for one hour duty at road rates without any deduction for the payment for time consumed in yard service.

Straight-away or Turn-around

The Company's proposal as it affects the Prairie and Pacific Regions is to establish a rule for payment of actual miles or actual time on duty, whichever is the greater, calculated from the time required to report for duty until released from duty on the basis of 12½ miles per hour on freight service and in short run and short turn-around passenger service, and 20 miles in passenger service and eliminate all agreements, rules, regulations, interpretations and practices, however established, in conflict therewith, such as (see paragraphs Article 2(c) et seq.).

Article 2(c)

In short turn-around service between terminals and turn-around points, miles and junction switching combined or hours, whichever is the greater, will be paid on each leg of the run; all time from arrival at turn-around point to departure and all time at final terminals, from the time of making the first stop, until 30 minutes after the engine is placed on shop track will be paid on the minute basis. A minimum of 100 miles will be allowed.

All time at terminals before commencement of trip will be paid, in addition to the guaranteed mileage.

Should engineer be used out of initial point after completing a day, a new day will commence.

Regular engineer on short run, the starting point of which is away from main terminal, who wishes to lay off will be relieved at main terminal and paid actual mileage or hours, from starting point to time of relief at such main terminal. Spare engineer used to relieve such assigned engineer will be considered as having started a new day when required to report for duty. When regular engineer returns to work after being relieved as above he will take his run at the point where relieved and will be paid actual mileage, or hours, to initial point of the run. This not to apply where engineer is released at main terminal.

Article 2(j)

Continuous time will be allowed engineer in regular pusher or helper service, at freight rates, when ordered out for service at all points where regular pusher or helpers are stationed, until return to the point to which he is regularly assigned. Should engineer be held at regular established terminal (other than home terminal to which he is regularly assigned) on account of repairs to engine or track obstruction, he will be compensated as per Article 10 (Held Away-from-home Terminal).

Article 2(o)

Road engineer will be paid for switching at terminals, junctions, and turn-around points at the rate for engine and class of service, except on specified runs and as otherwise provided for, time to count from time ordered for until commencement of trip. On short runs in passenger service, switching to be paid at freight rates, except on Pacific Region, where 15 miles per hour at passenger rate will be paid. Switching tickets to be certified by conductor.

Article 2(p)

Switching to be paid for at junctions and turn-around points from time of arrival until departure of train.

Article 2(q)

Wayfreights will not be paid time or switching at turn-around points except when turning in accordance with short run regulations.

Article 2(r)

Freight engineer held 2 hours or over to load or unload stock, will be paid for all time so held at freight rate, each 5 minutes to count as one mile. This time not to be included in computing overtime.

The Company has proposed the following as added to Article 2, (b) and (c), Prairie and Pacific Regions, Company brief page 100:

"Engineer will be notified when called whether for straight-away or turn-around service and will be compensated accordingly. Such notification will not be changed unless necessitated by circumstances which could not be foreseen at time of call.

Engineers will not be called for turn-around service when such service involves turning at terminal 100 miles or more distant from the initial terminal. When the distance between the initial terminal and the objective terminal is less than 100 miles, the objective terminal may be regarded as a turn-around point and crews in unassigned service when called for turn-around service, run out of such point without regard for first-in, first-out rules or practice. When the turn-around point is an intermediate station, engineers may be called for turn-around service without regard to the distance between such station and the initial terminal."

Recently a dispute arose between the Brotherhood and the Company concerning the proper method of payment of locomotive engineers on piggyback trains operating from Ottawa to Grove Hill and return to Ottawa. The Brotherhood contended that payment should be made on the basis of a separate trip or day in each direction, while the Company contended it had always been the prerogative of the Company to operate crews in and out of terminals in turn-around service, and this prerogative had not been abrogated by any rule. The case was dealt with by the Canadian Railway Board of Adjustment, case No. 739, and the contention of the employees was sustained by finding that it was not proper to establish runs in turn-around service between terminals where the distance is 100 miles or more in each direction.

The Company's view is that the decision did not affect the right of the Company to operate runs in turn-around service in circumstances where the distance was less than 100 miles in each direction, nor in circumstances where the distance was more than 100 miles when the run did not operate into a terminal.

Recommendation—In connection with this application for an amendment to the rule, the Board is of the opinion that the rule sought by the Company would clarify the finding of the Board of Railway Adjustment in case No. 739, and therefore recommends its adoption, and the amendment as recommended should apply likewise to the Atlantic and Eastern Regions agreement.

Company's Request for Elimination of Article 2 (o), (p), (q), Prairie and Pacific Regions

The Company wants to eliminate the above Article, which reads as follows:

Article 2

o. Road engineer will be paid for switching at terminals, junctions, and turn-around points at the rate for engine and class of service, except on specified runs and as otherwise provided for, time to count from time ordered for until commencement of trip. On short runs in passenger service, switching to be paid at freight rates, except on Pacific Region, where 15 miles per hour at passenger rate will be paid. Switching tickets to be certified by conductor.

Article 2

p. Switching to be paid for at junctions and turn-around points from time of arrival until departure of train.

o. Wayfreights will not be paid time or switching at turn-around points except when turning in accordance with short-run regulations.

The Company in its submission made a general argument for the elimination of all arbitrary payments, but it didn't enter into a detailed and specific analysis of the reasons behind its request for the elimination of the above rules.

Recommendation—The Board's view is that while there may be many arguments in favour of eliminating the arbitrary payments in general, the Company in this instance has not convinced the Board that this rule should be eliminated at this time, and therefore the Board does not see fit to recommend that the request of the Company for such elimination be granted.

The Company proposes a new rule in the Prairie and Pacific agreement relating to road-switcher service and the new rule as proposed by the Company reads as follows:

Road-switcher Service

1. Assignments operating on turn-around basis within an area of 30 main track miles from the outer main track switch or designated point

in any direction from the initial starting point will be classified and assigned as road-switcher service.

2. Engineers operating road switcher runs will be paid \$2.00 per 100 miles above way-freight rates.

3. Engineers assigned to such road-switcher service will perform all service required and may be run in and out and through their regular assigned terminals, without regard for rules defining completion of trips, but will not be run off their promotion territories, time to be computed continuously from time required to report for duty until release from duty at home terminal, subject to basic day and over-time provisions applicable.

4. Engineers in these assignments will be guaranteed 2600 miles per month at road-switcher rates. In the event of an assignment being discontinued or created during any month, engineers will be paid their full proportion of the monthly guarantee for each day held in the assignment.

NOTE: The term "road switcher" as used above does not apply to passenger, work- or mixed-train assignments.

As will be seen from reading this rule, it provides for payment on and time-off basis with not less than a minimum day of 8 hours at the rate of \$2.00 above the existing wayfreight rate per day of 8 hours. In the Atlantic and Eastern Regions the rule provides for payment of time-and-a-half for overtime, while the present road-switcher agreement covering conductors and trainmen on Pacific and Prairie Regions provides for overtime on a *pro rata* basis.

The Company asserts that under the last contract there was an understanding arrived at that road-switcher assignments would be negotiated locally on a fair and equitable basis, but when the Company tried to negotiate them it was without success. These assignments, the Company asserts, were being manned by conductors and trainmen under their road-switcher service.

After considering the Brotherhood's comments on the Company's request for a road-switcher rule in the West, the Board is prepared to recommend as follows:

Recommendation—The Board recommends that the road-switcher rule presently in force in the East be applied to the West, but that the overtime in the West be paid for at *pro rata* rates as the other overtime provisions of the Western contract provide.

Loading and Unloading Stock

The Railway, under the Prairie and Pacific Region contract, would eliminate Article 2(r). This article reads as follows: Freight engineer held 2 hours or over to load or unload stock will be paid for all his time so held at freight rates; each 5 minutes to count as one mile. This time not to be included in computing overtime.

In the Brotherhood's proposals it requests that all time be paid for while loading or unloading stock, and the Company now asks that the penalty payment required if a freight engineer is held 2 hours or over to load or unload stock, be taken out of the contract.

Recommendation—The Board is of the opinion that this present clause is fair to both the engineer and the Company and recommends no change.

Work Trains

The proposal to delete the reference to work-train service under Article 8, Clause (m), under the Atlantic and Eastern Region is made by the Company. This article which the Company would have deleted reads as follows:

"Road engineer will be paid for work- or wreck-train service en route when time occupied exceeds one hour and time so paid will not be included in computing overtime."

This rule again provides a penalty when a road engineer is required to do work-train service en route if the time occupied in such service exceeds one hour. If a road engineer was required to work for several hours at work-train or wreck-train service en route, it would interfere with the incentive miles and hours rate of pay and the present provision which does not allow the road engineer to receive extra pay unless the time worked exceeds one hour is a recognition of this situation.

Recommendation—The Board recommends there be no change in this rule.

Picking Up & Setting Out Diesel Units En Route

The next proposal of the Company is to eliminate Clause (g) of Article 5, Prairie and Pacific Regions, and Clause (h) Article 3, Atlantic and Eastern Regions.

This has to do with picking up and setting out diesel units en route. Engineers in road service under the present rule, who are required to set out or pick up a diesel unit or units between terminals of a particular run which involves the making or breaking of connections between the units by the engineer, will be paid 30 minutes at the *pro rata* rate of the trip. The Company seeks to eliminate this rule. This rule was only negotiated in 1959.

Recommendation—While there may be some merit for the Company's request to eliminate this rule, since it was only negotiated in 1959, and since no conditions have changed since then which would add to the Company's arguments, the Board does not propose to recommend that this clause be deleted.

Snow-plow Service

The Company requests the elimination of Article 6, Subsection (a), Prairie and Pacific agreement.

Under this section, engineer on snow-plow and flange-train service or with spreader and snow service, will be allowed a minimum of one mile for each side track plowed out.

Recommendation—Work on the side track is snow-plow work and mileage will be allowed for track covered, whether it is in main line or side track, and therefore the Board recommends that this section, that is Section (a) of Article 6, be eliminated, as the Board is of the opinion that the engineers are paid on an hours and/or miles basis for this service, and there should be no penalty attached when the engineer runs on a side track to do snow-plow service.

Unloading Coal at Water Tanks

The next request by the Company is that Article 7(e), Prairie and Pacific Regions, should be eliminated. This reads as follows:

"Engineer in wayfreight will be paid overtime for unloading coal at water tanks."

Recommendation—This rule is now obsolete as all trains are "dieselized" and there is no more unloading coal at water tanks.

Work-train Service

The Company asks for the elimination of Article 8, Clauses (a), (b), (c) and (j), Prairie and Pacific Regions, which read as follows:

Article 8

a. The time of work trains will count from time engineer is ordered for, 8 hours or less to be one day and end (except as otherwise provided for) when registered in on round-house register or when tied up at the tie-up point. Engineer in this service will appear on duty 45 minutes before time ordered for and will be paid for same.

b. When mileage in work-train service exceeds 12½ miles per hour mileage will be paid.

Except:

1. That when engineer runs to or from work without equipment or material incidental to the work, mileage or hours, whichever is the greater, will be allowed; mileage run not to be included in time paid for on the hourly basis.

a. That work trains ordered for one trip will be paid mileage or hours, whichever is the greater, from initial point to point where work actually begins, on the hourly basis while working, and mileage or hours, whichever is the greater, when returning from such work. When mileage is allowed from point of work to terminal, work-train miles will end when engine is placed on shop track and 30 minutes for inspection will be allowed in addition.

c. Engineer on work train when laid up at any other than regular roundhouse with regular shopmen, will be allowed one hour after laid up by conductor to cover necessary repairs and get engine ready.

j. Road engineer held between terminals for work-train service will be paid for time occupied in such service.

This has to do with work-train service.

Recommendation—The Board doesn't recommend the elimination of Article 8, (a), (b), and (c), but would recommend that Article 8, Clause (j) be deleted and the following substituted therefor:

"Road engineer will be paid for wreck-train or regular-train service en route when time occupied exceeds one hour and time so paid will not be included in computing overtime.

Article 12—Prairie & Pacific Regions

Clause (b). Actual mileage will be paid for doubling, if in excess of 5 miles one way.

Clause (c). Not less than 10 miles will be allowed for each double or at regular doubling points.

Recommendation—These sections would appear to be obsolete and the Board therefore recommends their deletion.

Running off the Main Line

Article 14

Mileage or hours made when engine is run more than one mile off main line will be added to mileage of trip.

The Company requests elimination of Article 14, Running off the Main Line.

Recommendation—The Board doesn't recommend that this rule be changed.

Hostling

Article 15

(a) Except as otherwise specified, engineer will be paid a minimum of 30 minutes at rate for class of service for hostling engine preparatory to commencement of trip, or when putting engine away at completion of same where engineer is required to do such work, but when it takes more than 30 minutes, actual time will be paid for such work.

Engineer will not be required to hostile engine during time paid for by other arbitraries, for the purpose of depriving him of hostling allowance. Duplicate payment will not be made in any case.

(b) Hostling of engine at end of run in short-run service may be used to make up a minimum day.

Recommendation—The Board understands this work is now obsolete and therefore recommends the deletion of this rule from the contract.

Company Proposal—Atlantic Regions

The Company proposes to extract 1 per cent now included in the basic rates of pay in lieu of health and welfare benefits, and asks that the fifth and sixth paragraphs

from the preamble be deleted and it provide instead for separate payment of \$4.87 per month in lieu of health and welfare benefits.

The Company has an agreement with its non-operating employees who participate in what is known as a benefit plan, and effective January 1, 1959, this was increased to \$4.87 per month from the original figure of \$4.25. When the amount was increased to \$4.87 per month the Company agreed to make this payment in respect of each of its operating employees.

Recommendation—The Board recommends that the Company's request be accepted. It is already accepted in the Prairie and Pacific Regions by the engineers.

Wages

Request

The Brotherhood's request is that basic rates of pay, arbitraries and special allowances be increased by 15 per cent.

In support of its position, the Brotherhood went to great lengths to demonstrate how the relative position of the wage rates of the engineers vis-a-vis those of wage earners of other sectors of the Canadian economy has deteriorated very drastically since the pre-war period and in the post-war period as well, and the Brotherhood submits that the differentials earlier enjoyed should be restored.

By the material filed, the Brotherhood submits that it is apparent that if the basic wage rates of passenger engineers are to be restored to the differential existing in 1939 and 1946, they would have to be increased by 63 per cent if they were to be equal to the general average of all industries since 1939, and 34 per cent since 1946. Similarly, the material presented to the Board by the Brotherhood was to the effect that there would need to be a 67 per cent increase on current basic rates of through-freight engineers to restore differentials existing in 1939, with a general average in all industries, and a 33 per cent increase to restore the same differentials that existed in 1946 with a general average of all industries. Further, to restore the 1939 and 1946 differentials for yard engineers would require a percentage increase of 29 per cent and 7 per cent respectively.

Other tables that the Brotherhood presented would indicate that the increases required by locomotive engineers to restore the 1939 relationship between their earnings and those of the durable-goods workers, would be 22 per cent for passenger engineers, 23 per cent for freight engineers and 33 per cent for yard engineers. Further,

they would indicate that the percentage increases required on current locomotive engineers' rates to restore the 1939 and 1946 relationships between locomotive engineers and the average hourly earnings of male wage earners in the durable-goods industry, would be 22 per cent for passenger engineers, 23 per cent for freight engineers and 33 per cent for yard engineers to restore the 1939 relationship. Also, to restore the 1946 relationship, there would be no increase required with passenger engineers or freight engineers but there would be a 9 per cent increase required for yard engineers.

Productivity

The Brotherhood also submits that it has an excellent case for a substantial increase in rates of earnings because of the increase in the productivity of its labour, and in this connection it submitted information which would indicate that the revenue traffic units per man-hour worked by locomotive engineers have increased 77 per cent between 1939 and 1960, including a rise of 58 per cent since 1951, while at the same time their hourly earnings have increased only 45.5 per cent since 1939.

The Brotherhood then discussed the question as to who is responsible for an increase in productivity.

The average annual earnings of passenger engineers in 1960 was \$8,679, freight engineers \$7,446, yard engineers \$6,612. The Company asserts that to earn this money, passenger engineers work 31 hours a week, freight engineers 36 hours and yard engineers from 40 to 48 hours, and that translating the annual earnings into average hourly earnings, the passenger engineer earns about \$5.00 an hour, the freight engineer about \$3.80 and the yard engineer about \$2.66, and that with earnings such as this, above stated engineers are in the forefront of all industrial employees.

The Brotherhood then discusses the question as to who is responsible for the increase in productivity and acknowledges that "dieselization" has unquestionably been a major factor in making a rapid rise in productivity possible. At the same time it emphasizes the point that trains don't move by themselves and that heavier train loads produce a marked increase in productivity. The Brotherhood also suggests that yard automation will produce comparable increases in yard productivity to those already shown in road-service productivity.

The Brotherhood frankly admits that there is no way to determine the extent to which each factor of production has contributed to this rise in productivity, but

submits that engineers are entitled to a substantial increase in return by reason of their contribution to the increased productivity.

The Board's view is that productivity in industry or in a service industry such as the railway, is not directly translated into increased net earnings, and increased productivity does not, in every case, create increased ability to pay higher wages.

There has been increased productivity in railway operations, but the experience of the railroads has been that by reason of the inroads of competitive forms of transportation, the total freight revenue ton-miles of all types of transportation in terms of constant dollars, has increased at several times the rate of increase of freight revenue enjoyed by railways during the last 10 to 15 years.

The Brotherhood of Locomotive Engineers is vitally concerned with the continued operation of the railways, and the continued employment of engineers. Increased labour costs accelerate the rate at which the Company tries in every way possible to decrease the number of employees. This tendency would go on whether wages are static or not, but substantial increase in wages accelerates the tendency to contract the size of the labour force. Increased labour costs, which amount in railway operations to over 60 per cent of the revenue dollar, therefore, must be amply justified before being recommended.

The Company asserts that 3.4 per cent of all Canadian Pacific Railway employees are locomotive engineers, but in 1960 they received compensation of 5.8 per cent of the total compensation paid to all railway employees of the Canadian Pacific. The Company states that engineers are the highest paid employees in all the running-trades group. The Company submits that the present earnings of engineers place them in the top bracket of all industrial workers.

While these earning figures as given by the Company are taken from the mid-month count of engineers employed, they may not be completely accurate and they may be somewhat high if the exact earnings of every individual engineer were known, but in any event, engineers' earnings are such as to put them in the forefront of wage earners in the Canadian economy.

The Company then submitted statistics which would indicate that average hourly earnings of engineers have increased in absolute figures faster than those of other railway employees since 1945. The Company also points out that since 1945, the

average compensation per hour worked increased 167 per cent for passenger engineers, 168.7 per cent for freight engineers and 152.4 per cent for yard engineers, while at the same time the Consumers' Price Index increased only 70.7 per cent.

The Railway also points out that since 1945, total freight transportation by all means of transportation has increased 56.3 per cent and at the same time the railways' share has fallen by 23.4 per cent, while their absolute traffic volume has increased by only 7.3 per cent. In other words, while other means of transportation have been expanding very rapidly, the absolute volume carried by railway has been increasing very slowly.

In answer to the Brotherhood's submission that a substantial increase should be made to restore differentials, the Company points out that settlements have been made in previous contracts without reference to restoration of differentials, and the Board should not have added to its responsibility that of examining the merits of all settlements since 1939. The Company further says that in the functioning of a free economy, the argument as to the restoration of differentials is not one that has merit.

It is understandable that the Brotherhood, who in 1939 enjoyed a very enviable rank as far as wages were concerned, does not like to lose its position in the economy, but the Board is of the view that there is no good and valid reason why labour values in relation to other labour values must remain static in a non-static economy, and to use any specific date, whether it be 1939 or 1946 as a basis of comparison, without knowing all the factors that entered into the 1939 and 1946 wage structure, would be very dangerous indeed.

The Company points out, and with this the Brotherhood does not disagree, that the engineers enjoy a relatively high level of income, and it is to be noted that 87.8 per cent of the engineers have annual earnings of over \$6,000, that 57.3 per cent have annual earnings of over \$7,000 and that 23.3 per cent have annual earnings of over \$8,000.

Cost of Living

There has been a modest increase in the Consumers' Index Cost of Living in the last 2 years, and in the period between 1945 and 1960, the Consumer Price Index increased 70.7 per cent, whereas engineers' compensation increases during the same period are substantially in excess of this.

Increases Given to Other Railway Employees

A very high proportion of the total employees of the Railway have recently received a very substantial wage increase under a two-year contract. While both the Company and the Brotherhood submit, and it is well recognized, that the engineers bargain collectively for themselves as a group, this Board cannot ignore the fact the Company has paid substantial increases under the contract recently completed with its non-operating employees.

Recommendation—The Board has weighed carefully all the material submitted by the Brotherhood and the Company with respect to the application by the Brotherhood for a substantial increase in wages and for complete retroactivity in connection therewith.

The termination provisions under the Prairie and Pacific agreement provide that it will remain effective until February 15, 1961 and thereafter, unless revised or superseded. Sixty days notice shall be given by either party of its desire to revise or supersede this agreement and may be served at any time subsequent to December 16, 1960.

The Brotherhood gave notice of its desire for changes and amendments under date of January 16, 1961, so that the agreement remained in full force and effect until March 16, 1961, and the agreement covering the Atlantic and Eastern Regions provides that it will remain in effect until January 14, 1961 and thereafter, until revised or superseded, and that 120 days notice shall be given by either party of its desire to revise or supersede this agreement. Also, that notice may be served at any time subsequent to September 15, 1960, and the Brotherhood gave notice of its desire to revise the agreement under date of November 16, 1960, with the result that this agreement by its terms ran to March 16, 1961, so that in both contracts the actual termination date of the agreements became March 16, 1961, and the recommendations hereinafter made concerning retroactive wage adjustment, are thus necessarily limited in their retroactive features to the actual termination dates of the contracts.

For Engineers on the Atlantic & Eastern Regions

a. For Engineers on the Atlantic and Eastern Regions effective from March 16, 1961, 1 per cent increase in basic rates of pay, arbitraries and special allowances based on rates in effect March 15, 1961. (After giving effect to the 1 per cent deduction on account of health and welfare payment in the Atlantic and Eastern Regions.)

b. September 16, 1961 a further 1 per cent increase on the same basis as above.

c. The first pay period following signing the agreement a further 1 per cent increase on the same basis as above.

d. September 16, 1962 a further 2 per cent increase on the same basis as above.

e. September 16, 1963 a further 1½ per cent increase on the same basis as above.

Contract to expire on March 15, 1964. All increases based on basic rates of pay in effect on March 15, 1961, the date of expiration of the last contract. (After giving effect to the 1 per cent deduction on account of health and welfare payment.)

For Engineers on the Prairie & Pacific Regions

a. Effective as and from March 16, 1961, 1 per cent increase in basic rates of pay, arbitrators, special allowances, based on rates in effect on March 15, 1961.

b. September 16, 1961, a further 1 per cent increase on the same basis.

c. First pay period following signing agreement, a further 1 per cent increase on the same basis.

d. September 16, 1962, a further 2 per cent increase on the same basis.

e. September 16, 1963, a further 1½ per cent increase on the same basis.

Contract to expire on March 15, 1964. All increases based on basic rates of pay, arbitrators and special allowances in effect on March 15, 1961.

When the increases above recommended are fully in effect, they will result in an increase in cents per hour earnings to passenger engineers of 32.63 cents, freight engineers 24.70 cents and yard engineers 17.29 cents.

All of which is respectfully submitted.

(Sgd.) J. C. ANDERSON
Chairman

(Sgd.) R. V. HICKS
Member

(See Addendum)

DATED at Belleville, Ontario, the 27th day of November 1961.

MINORITY REPORT

After having met with my colleagues on this Board, both in the conciliatory stages and in executive sessions, it became apparent that I could not associate myself with the recommendations which were drafted by the Chairman and endorsed by the Company nominee, my confrère Mr. R. V. Hicks. Although on some items I could possibly have agreed, the number and importance of my dissents made it more practical for me to prepare this minority or dissenting report in the course of which I shall indicate the points where I do concur with my colleagues.

I must say at the outset that I consider the report of a Conciliation Board not as an adjudication whereby arbitrators or judges decide what is right or wrong according to the strict evidence adduced, but only as a

last effort to suggest to parties involved in an industrial dispute, a solution to their problems.

In this particular case, as the Board Chairman suggested at the outset of the hearings and obtained consent from the parties to omit any kind of formal evidence, it becomes evident that in the absence of clear evidence on many points, no adjudication is acceptable nor fair, and I shall refuse to follow that line and restrict myself to indicate possible avenues of compromise to the parties.

I have carefully read the notes of the Chairman of the Board as endorsed by the Company nominee, and I shall follow the same order as closely as possible in order to facilitate the work of the parties who may try to utilize all our notes in some way to effect a peaceful settlement of their dispute.

A—Requests of the Brotherhood

No. 1. Add to Preamble (Eastern and Atlantic Regions)

a. New clause to control material change or alteration to existing working conditions.

This request of the Brotherhood reflects the growing concern of labour facing rapid technological changes together with clauses which leave to management the full discretion of making whatever changes in working conditions that it sees fit in its fallible, human and collective mind.

The Brotherhood did present a very excellent subsidiary brief on this point, which did not seem to retain much of the attention of my two colleagues when you read their recommendation on this request.

However, it is high time that the uncontrolled discretion of management be made subject to challenge in decisions which may affect the livelihood and careers of many citizens, as well as the fate of their families.

More specifically in this particular case, it could very well be that the solution of the Brotherhood could be altered or modified in many ways, but it remains that a control must be set up. The recommendation of the majority of your Conciliation Board means nothing at all. First it says that the Company only has the obligation to forewarn the Brotherhood of any change "insofar as possible". Then to compound this it states that the Company's obligation, besides forewarning insofar as possible, stops at "discussing the effect of the changes with . . ." the Brotherhood's chairman. Suppose the discussion is gone through and yet management's decision remains unthinkable.

What would be the recourse of the Brotherhood? No recourse.

I therefore recommend that a paragraph similar in intent to the one suggested by the Brotherhood be inserted in the preamble.

b. In paragraph 4 of preamble amend 120 days notice to 60 days notice.

I concur with my colleagues in recommending acceptance of this Brotherhood request.

c. Rates of pay per day of 100 miles.

Since this deals with wage increases, I shall deal with it at the end of this minority report.

No. 2. Article 2(b) Initial Terminal

(1) *Preparatory Time*—Since this deals with an arbitrary allowance, I would like to tackle all of this problem at the same time.

(c) (3) *Short-turn Passenger Rule*—By this demand the Brotherhood only requests that the pay for overtime work be on the basis of time-and-one-half like all other workers across Canada do receive, instead of a rate close to straight and normal-hours pay. My two colleagues refuse this request because, as they state, overtime does not occur often. I fail to see the point. I would therefore recommend granting this request of the Brotherhood.

No. 3. Freight Service

(b) *Initial Terminal*—(1) *Preparatory Time*—The Brotherhood requests an increase in the arbitrary allowance for preparatory time. I shall deal later with arbitraries. The majority of the Board rejects this request. I have a counter proposal that I shall elaborate upon later.

No. 4. Yard Service

(a) *Engineers' Rates of Pay per Day of 8 Hours*—Change to unit basis of pay and increase resulting rates by 15 per cent.

The latter part of this demand is wage increases and I shall deal with it at the end of this report.

The other demand deals with a change in the classification of engines for pay purposes.

I concur with the recommendation of my two colleagues that a weighted average should be used but this average to be based on all yard units in service. This would equalize the method for yard service with the methods for passenger and freight service.

(s) *Cancelling Yard Assignments*—I recommend that the Brotherhood re-discuss this item with the Company in post-conciliation meetings in view of an overall settlement.

(t) *Afternoon and Night Differentials in Yard Service*—This request is rejected by a majority of the Board because of extra cost involved. Another reason is that locomotive engineers are not to be compared with other workers.

The figures produced during the hearings indicate that not all engineers are in yard service and among the latter, only a fraction work on shifts. Therefore the cost could not be as substantial as alleged in the majority report. The Brotherhood did establish that shift differentials are a universally-recognized fact in industrial relations, and the percentages requested by the Brotherhood are standard, that is, 5 per cent for the evening shift and 10 per cent for the night shift.

Every worker in Canada will recognize the legitimacy of this demand and the percentages claimed by the engineers. What is even more interesting is that in the evidence, it was revealed that workers in the other transportation media under practically similar conditions of work, do receive shift premiums: air transport, urban and sub-urban passenger transport, interurban bus and coach transport and trucking.

Finally, I do not recognize the validity of the argument of my colleagues on that point for another reason. As will be seen from a summation of their recommendations, whatever is peculiar to locomotive engineers in their working conditions, they systematically recommend to abolish. One has to be logical. If locomotive engineers must be considered like any other category of Canadian workers and must therefore relinquish particular and special conditions of work, then it is also imperative that they be granted all and everyone of the working conditions and benefits of other Canadian workers, including shift differentials. I therefore recommend that in the next collective agreements between the Carrier and the Brotherhood, shift differentials as requested by the Brotherhood be inserted.

No. 5. Article 5

Clause (b). Deadheading.

Clause (f). Attending in court.

Clause (h). Setting up unit or units for multiple service.

As to clause (b), I concur with my colleagues in recommending transportation costs plus lowest deadhead rate for the time occupied in deadheading.

As to clauses (f) and (h), these demands should be re-discussed with the Company in the light of overall final settlement in post-conciliation meetings.

No. 6. Wayfreight Service

Article (7), Clause (c)—This demand should be re-discussed with the Company in the light of the overall final settlement in post-conciliation meetings.

No. 7. Work Train—(Article 8)

Clause (m)—I feel that the Brotherhood's case on this point was well established: (1) the present rule may lead to many abuses: and (2) the C.P.R. already applies the rule required here on the Prairies and Pacific Regions of its system.

Why the inequity?

I recommend the adoption of this Brotherhood request.

*No. 8. Held-away-from Home Terminal
(Article 10)*

Clauses (a) and (d)—I feel that the Brotherhood's case was well established on these two points and I recommend their adoption. The majority has failed to deal with clause (d).

*No. 9. New form of Motive Power
(Article 11)*

This request, rejected by the majority of the Board because there is no such new motive power, nor is there any foreseen in the near future, is a modest attempt by the Brotherhood to prevent the major drama of many Canadian workers in recent years being replaced by new workers trained on new machines when new inventions have spelled the workers' doom through loss of employment.

I believe very strongly that this demand should have received and warranted much more attention than many others, and cannot be lightly brushed aside. It underlines the yet unaccepted concept of the property of the job for long-service employees.

*No. 10. Operation of Diesel Backwards
(Article 12)*

Clause (c)—I go further than my colleagues who, although they acknowledge the soundness of the Brotherhood's request, refuse to recommend its incorporation in the collective agreements. I recommend incorporation of this Brotherhood demand.

*No. 11. Annual Vacation with Pay
(Article 16)*

Clause (d)—My two colleagues make a recommendation on this, granting 4 weeks of vacations after 25 years instead of after 35.

We did not have to make any recommendation as a Board on this item, since both parties declared during hearings that they had agreed on the principle of this addition and that the only point left in issue was the wording of the rule governing it. A careful study of the respective texts proposed by the parties brings me to the conclusion that the Company text would open the door to disputes. I therefore recommend the adoption of the proposed Brotherhood draft.

*No. 12. Discipline—Investigations
(Article 19)*

I concur with my colleagues on a proposed new clause (d).

No. 13. Booking Rest (Article 23)

This demand of the Brotherhood led to long discussions before the Board. As may be seen, it also brought long remarks by the majority of the Board, the majority coming to the conclusion that it rejects the demand. Under suggestion of the Chairman of the Board, no oral evidence was adduced and on this particular point, I do regret the absence of evidence since it does involve the security of the public.

Not having personally driven trains, it was with great attention that I listened to illustrations and read arguments by the parties, in trying to visualize what it could be to drive a train containing either many human lives or valuable freight, during a span of more than 8 hours. I have had occasions to drive cars on business for more than 8 hours at a stretch and alone. If it is any small basis for comparison, I see much justification in the request of the Brotherhood, especially when I think of the safety of the public.

On the other hand, I fail to see that it is the responsibility of the Brotherhood to go before the Board of Transport Commissioners. Let us imagine what position the Brotherhood would be placed in if the simple following question were to be thrown at its members by the Board's Commissioners: "Are you pleading before us that you have been endangering the lives of human beings"?

I recommend the adoption of this change to the rule such as proposed by the Brotherhood.

No. 14. Engine conditions (Article 25)

The rules requested here by the Brotherhood are, reduced to simple terms, an attempt to transform material conditions of work rules based on the operation of steam engines to diesel engines. If it be

true, as was claimed by Carrier representatives during the hearings, that "dieselization" of trains is the utmost in modern rail transportation, I fail to understand any objection to the demands of the Brotherhood. I would therefore, contrary to the majority of the Board, adopt these very elementary demands.

No. 15. Article 26

(a) *New Rule to Define Duties of an Engineer*—The Brotherhood has presented a convincing case of this point:

1. The change-over from steam to diesel makes it imperative to transform all rules which list duties of engineers.

2. Further, these duties appear in partial form in various sections of the agreements and it becomes a matter of efficiency that they be consolidated in one section.

The majority of the Board turns down this very sensible request with the following argument, and I quote:

"The very definition of duties might be interpreted so as to restrict or avoid work which had never been intended or contemplated, although it might not be specifically spelled out in the duties as defined."

I say on the contrary that they must be defined because:

"the very *absence of definition* of duties might be interpreted so as to *cover or impose* work which had never been intended or contemplated, although it might not be specifically spelled out in the duties as defined."

I therefore, for this very obvious reason, recommend adoption of the rule proposed by the Brotherhood.

(b). *Cancelling of Assignments*—This new rule is the equivalent of standard collective agreements clauses regarding omission by management to notify employees that their shift is not working. As all workers will realize, they possess a guarantee in those circumstances.

The majority rejects this routine demand which I hereby recommend for adoption.

No. 16. New Rule: Rest Houses other than Work Trains

I concur with my colleagues' recommendation on this item.

No. 17. New Rule: Statutory Holidays

I was astonished to realize during the hearings that locomotive engineers, except in yard service, did not enjoy the universally recognized principle of statutory holidays. The majority of the Board recommends rejection of the Brotherhood demand for three reasons:

a. Cost.

b. Departure from present situations in railway industry.

c. Locomotive engineers have much leisure time in road service since they work, on an average, below 40 hours a week.

As to (c), many categories of workers today who work less than 35 hours per week, e.g. photoengravers, printers, lithographers, etc., receive paid statutory holidays. Further, many categories of workers who are placed in the identical position described by the majority report, that is, having to work on these statutory holidays because of the very nature of their functions, still enjoy them by way of an equivalent number of substitute paid days, e.g. firefighters, policemen, manual workers for cities, etc.

As to reason (b) above, I do not consider it serious enough to reject the demand. If every conciliator were to refuse to make a suggestion in any field of industrial relations because it would break new grounds, no progress would ever be achieved. Unless one considers that kind of progress as an evil in itself. If recommending statutory holidays brings about a settlement and if it does rectify an unbelievably backward area of the collective agreements between these two parties, I do not hesitate to recommend its adoption by the parties.

Here again I point out that my two colleagues, in all of their majority report, attempt to bring the working conditions of locomotive engineers in line with those of other workers by suggesting the abolition of many things now existing which differ from other collective agreements. If so, what appears in the working conditions of every other Canadian worker must also be present in the collective agreements between this Carrier and the Brotherhood, and who has ever heard of a Canadian worker who does not enjoy paid statutory holidays in the year 1961.

The Brotherhood adduced solid evidence that in all other types of transport, statutory holidays are an established and recognized fact.

I would therefore recommend the adoption of this new rule proposed by the Brotherhood.

No. 18. New Rule: Radio Telephone

I concur with my two colleagues in rejecting this Brotherhood demand.

No. 19. New Rule: Payment of Wages on every Second Thursday

No. 20. New Rule: Disposal of Homes—Moving

This request should be re-discussed with the Carrier in post-conciliation meetings.

No. 21. *Increase in Arbitrary Allowance (Prairies and Pacific Region—Road Service).*
Article 2, art. 2(b), (1) and (2)

I shall deal with the arbitraries further along.

No. 22. *Loading and Unloading of Stock.*
Article 2 (2)

I concur with my colleagues in the rejection of this demand of the Brotherhood.

No. 23. *Lunch Period of 20 Minutes.*
Article 4(n)

This change, by reducing the in-between meal periods from 5½ hours to 5 hours, will simply make the rule applying to yard engineers more comparable to the situation prevailing in any modern plant. I would recommend adoption of this request, which will not be as was said by the majority report rejecting this demand of the Brotherhood as "... a restriction on railway operation ..."

B—Requests of the C.P.R.

No. 1. *Arbitraries*

The Company's biggest demand is a request for the complete elimination of all arbitrary allowances, a list of which follows:

Article 2. Clause (a). Initial and final-time passenger service.

Clause (c). Short turn-around service.

Clauses (g), (h) and (i). Preparatory, initial and final terminal time in assigned pusher service.

Clauses (o), (p) and (q). Switching at junction, terminal at turn-around points.

Clause (r). Loading and unloading stock.

Article 3. Clauses (a), (b), (c) and (d). Preparatory time, initial and final terminal time.

Article 4. Clause (k). Preparatory and final time-yard service.

Article 5. Clause (g). Picking up and setting out diesel units en route.

Article 6. Clause (a). Plowing out side tracks.

Article 7. Clauses (e). Unloading coal at water tanks.

Article 8. Clauses (a), (b), (c) and (j). Work train service.

Article 12. Clauses (b) and (c). Doubling.

Article 14. Running off main line.

Article 15. Hostling and similar articles in the Atlantic and Eastern Region.

While discussing the Brotherhood requests, I did put aside requests for increases in arbitrary allowances presented by the Brotherhood, because I intended to deal with the problem of arbitraries as a whole.

Across the years, the Carrier did recognize the validity of the position of the locomotive engineers on these arbitrary allowances which are defined loosely.

"... payments to which engineers are entitled for certain periods of time before the commencement of the trip and at the end of the trip and for certain times when engines run through terminals."

As a matter of fact the C.P.R. did build these arbitrary allowances into the wage structure.

A fundamental difficulty arises in my view in the fact that many persons, including the Chairman of the present Board, have been impressed with the word "arbitrary." This is reflected in the approach which is equivalent to abolishing these allowances by the engineers bargaining them away. These persons believe and state that the more time elapses, the less value arbitraries have for the engineers as a bargainable item.

I am far from convinced that these allowances have only a relative and diminishing value. I say that since they were accepted by both parties as being an integral part of wages, they have an almost absolute value, a concrete value, such as, for instance, when another union will state in negotiations: "We want a 10 cents increase in wages, of which 5 cents shall be applicable to basic rates of pay and 5 cents shall be deposited on behalf of each employee in a pension fund." If the Company agrees that 10 cents is justified, it is not because 5 cents of the 10 cents is turned into a pension fund, that this 5 cents has only an arbitrary, diminishing or relative value. It becomes, just as much as arbitrary allowances here, an integral and concrete part of the wage structure.

I am therefore quite unwilling to concur with my colleagues in their recommendations for reduction of or abolition of arbitraries.

I am on the other hand not ready to increase arbitraries. My recommendation will be on a totally different basis:

a. I suggest parity between C.P.R. and C.N.R. whenever applicable.

b. Any reduction or abolition of arbitraries must be compensated directly by an equivalent increase in the basic rates of pay, thereby avoiding the infliction of any loss to the locomotive engineers. These increases in the basic rates of pay to be independent from and applied before the addition of any general increase in the basic rates of pay.

c. As of the women where these arbitraries are reduced and especially if removed entirely, the engineers must be relieved of any responsibility for the mechanical preparation and/or inspection of the locomotives. In any plant, operators of machines are not requested to prepare, repair or maintain machines before they start work and after they finish. Somebody else is called upon and paid for that.

I must add that no conciliation Board should tread lightly on this difficult problem. One does not in a few strokes of the

pen end a long history of negotiations where the Brotherhood and the C.P.R., for various reasons and as a consequence of collective bargaining, have agreed to the insertion of this special system of pay in the wage structure.

A recommendation to that effect could very well mean a stoppage of work and this is a very heavy responsibility to shoulder even if the recommendations of a Board like this one have no judgment value, and only amount to suggestions which both parties are quite free to throw away and do it completely, legally.

With these basic remarks in mind, my recommendations on the Company requests regarding the various arbitraries listed above shall be:

Elimination of preparatory time—I concur in rejecting this request.

Elimination of initial and final terminal delay time—I concur in rejecting this request.

Elimination of switching limits—I would reject this request. It is not because an arbitration Board has found against a Company in applying a rule of a collective agreement, that the next Conciliation Board has the duty of amending that rule to serve as an appeal of the Arbitration Board decision.

Straight-away or Turnaround—I would reject this request of the Company. I make the same remarks here regarding the appeal from Arbitration Board (Canadian Railway Board of Adjustment case 739).

Elimination of Article 2 (o), (p), (q). Prairie and Pacific—I concur in rejecting the Company request.

Road-switcher Service (New Rule)—I reject this Company request.

Work trains—I concur in rejecting this request.

Picking up and Setting out Diesel Units en Route—After having rejected this Company request, my two colleagues in a supplementary report, have changed their minds and the reason thereof is another Railway Board of Adjustment decision. Again I object to a Conciliation Board serving as an appeal court. I reject this request of the Company and I disagree with my two colleagues on their supplementary recommendation.

Snow-plow service—I reject this Company request and disagree with my colleagues.

Unloading Coal at Water Tanks—I concur with my colleagues in granting the Company request.

Work Train Service—I would reject this Company request in toto.

Doubling—I would reject this Company request.

Running off the Main Line—I concur in rejecting this request.

Hostling—I would reject this Company request. This terminates the chapter of arbitraries.

As to the other Company request, I would recommend as follows:

No. 2. Health and Welfare Benefits

I concur with my two colleagues.

Wages—Retroactivity and Duration of Agreement

I have read the notes of my colleagues on wages, retroactivity and duration of the agreement. I definitely do not concur with either the motives or the conclusions arrived at therein.

For years, settlements of wage disputes in the railway industry in Canada have been on the basis of equality between the running trades and the non-operating trades, that is equality in settlement terms.

It is even notorious that it has always been the favourite argument of C.P.R. in opposing attempts by operating trades to break the pattern, to point out that settlements have always been the same for the two groups. It is also notorious that the Chairman of the present Conciliation Board has supported this view in previous recommendations on other Boards in the railway industry.

I therefore come to the first conclusion that the least that this Board can do on wages is to grant a general increase in basic rates equivalent to the one which was granted to the non-operating trades recently by this same C.P.R.

During the course of these Conciliation Board proceedings, the C.P.R. did not make any offer regarding wages.

However, the recent non-ops settlement was on the following basis:

January 1, 1960—1.13 per cent
September 1, 1960—2.83 per cent
May 1, 1961—4 per cent

for a total wage increase of 7.96 per cent.

Regarding some of the arguments used by my colleagues, I would like to comment as follows:

Although it is true that the C.P.R. has had a lesser share of the transportation business in recent years, the operations which it did have were much more profitable than previously. This is due in part to the greater

productivity, of which a certain degree must be credited to more efficiency on the part of the engineers.

As regards the average earnings of locomotive engineers in 1960, it was stated by the Carrier that it was around \$7,000 per year. Assuming that this figure is correct and not an error, it still would not make of them the "aristocracy of Canadian employees" as was quoted.

And even if it were so, we must not forget that we are living in a society which prides itself to possess a free economy. Every citizen has been brought up with the Horatio Alger story. There is therefore nothing wrong in the locomotive engineers, just like every other Canadian citizen, attempting to increase or maintain their standard of living.

Regarding the increase of 20.5 per cent in the wages of engineers in the last five years, it must be remembered that this has been standard for all Canadian workers. Also it has been the same as for all other categories of railway workers.

In reading the notes of my colleagues, I find they suggest a 3-year agreement from March 16, 1961. Since none of these two parties has asked for a 3-year agreement, I find they had no mandate to recommend a 3-year agreement. It was *ultra-petita*. My recommendation on wages will therefore be for a two-year agreement from date of expiry.

In the case of the Prairie and Pacific collective agreement, this means from February 16, 1961, and in the case of the Atlantic and Eastern Region, this means from January 15, 1961.

I come to the conclusion, after having weighted the various factors involved, that as to wages the following increases should be paid by the Carrier:

A. Atlantic and Eastern Region—Effective from January 15, 1961, 2 per cent on basic rates of pay, arbitraries and special allowances based on rates in effect January 14, 1961.

A further increase of 2 per cent on January 1, 1962, on the same basis, and a further increase of 3 per cent on October 1, 1962, on the same basis.

B. Prairie and Pacific Regions—Effective from February 16, 1961, 2 per cent on basic rates of pay, arbitraries and special allowances based on rates in effect February 15, 1961. A further increase of 2 per cent on January 1, 1962, on the same basis, and a further increase of 3 per cent on October 1, 1962, on the same basis.

I wish to thank the parties and my two colleagues on the Board for their co-operation in attempting to arrive at a solution.

Signed in Montreal, the 9th day of December 1961.

(Sgd.) MARC LAPOINTE,
Member

SUPPLEMENTARY STATEMENT

With further reference to the Board's recommendation concerning the Company's request to eliminate Clause (g), Article 5, Prairie and Pacific Regions—re payments made for picking up and setting out diesel units en route; as I understand it, when the contract was completed in 1959 on the Prairie and Pacific Regions a new clause, (g), was added to Article 5. This new clause (g) reads as follows:

g. New Clause—Picking up and Setting out Diesel Units in Road Service

Road engineers on diesel locomotives who are receiving road rates of pay and are paid under rules applicable to road service, who are required to set out or pick up a diesel unit (or units) between terminals of a particular run which involves the making or breaking of connections between the units by the engineer, will be paid 30 minutes at the *pro rata* rate of the trip. The allowance provided for herein shall be paid but once at each point where such service is performed, regardless of the number of units set out or picked up at such point. The term "unit (or units)" is intended to mean a unit or units that were operated or are to be operated by the engineer on the run on which the service is performed.

The allowance provided for herein will not be applicable when a unit or units are picked up or set out because of mechanical failure.

This clause does not convey a contractual right to the service referred to in the first paragraph of this clause.

Under Article 2 of the Prairie and Pacific Regions contract, Subsection (o), road engineers are paid under the following rule:

o. Road Switching

Road engineer will be paid for switching at terminals, junctions, and turn-around points at the rate for engine and class of service, except on specified runs and as otherwise provided for, time to count from time ordered for until commencement of trip. On short runs in passenger service, switching to be paid at freight rates, except on Pacific Region, where 15 miles per hour at passenger rate will be paid. Switching tickets to be certified by conductor.

As a result of the inclusion of the new rule relating to payments to road engineers for picking up and setting out diesel units, a dispute arose between the Canadian Pacific Railway (Pacific Region) and the Brotherhood of Locomotive Engineers concerning the claim of engineers for 30 minutes extra pay for picking up diesel units. This case went to the Board of

Adjustment (case No. 733 reported in The Labour Gazette, October 1960, Page 1046). The report of the Board of Adjustment gives the facts and the decision as follows:

Case No. 733. Dispute between Canadian Pacific Railway (Pacific Region) and Brotherhood of Locomotive Engineers concerning the claim of engineers for 30 minutes extra pay for picking up diesel units.

An engineer spent two hours and 10 minutes at a Canadian Pacific junction point, during which time, besides performing switching duties, he picked up a diesel unit. This latter operation entailed making the connections with his other units.

He submitted a claim for 30 minutes for picking up the unit, in addition to the time he spent at the junction. His claim was reduced by 30 minutes and he was paid for 2 hours and 10 minutes.

The employees contended that engineers were entitled under an article in the agreement to 30 minutes, over and above other allowances for the trip, for picking up diesels en route when this involves making connections.

This article stated that "Road engineers on diesel locomotives who are receiving road rates of pay and are paid under rules applicable to road service, who are required to set out or pick up a diesel unit (or units) between terminals of a particular run which involves the making or breaking of connections between the units by the engineer, will be paid 30 minutes at the *pro rata* rate of the trip . . ."

The company contended that duplicate payment was not provided for under the rule cited. It declared that the Brotherhood's claim that the 30-minutes allowance was agreed upon over and above other allowances for the trip was not correct.

The contention of the employees was sustained.

The decision of the Board of Adjustment means that when a diesel unit was picked up or set out in conjunction with other switching, a duplicate payment must be made, the one payment being made under the above rule relating to payment for all time at junctions and turn-around points when switching is performed and the other payment being made under the new rule above set out, Article 5(g). As a result of the decision, an engineer who picks up a diesel unit at a junction point in conjunction with other switching and is at such point for say 45 minutes, receives 30 minutes pay for picking up the unit and an additional 45 minutes for switching, making a total of one hour and fifteen minutes although only 45 minutes was occupied in all.

My view is that the Clause 5(g) relating to picking up and setting out diesel units in road service should be amended so as to eliminate duplicate payment when diesel units are picked up in conjunction with other switching at junction points under Article 2 Clause (o), Pacific Region junction and turn-around switching rule.

(Sgd.) J. C. ANDERSON,
Chairman

November 29, 1961.

ADDENDUM

Although I have signed the Report containing the recommendations of the Chairman, His Honour Judge J. C. Anderson, I am unable to subscribe, in their entirety, to all of the conclusions or views expressed therein. My major difference concerns the proposal of the Company for the elimination of Article 2 (o), (p) and (q) (Prairie and Pacific Regions) as dealt with on pages 47-47a of the Report. The rule concerns the payment of an arbitrary with respect to turn-around and junction switching.

In dealing with the question as to what increase, if any, should have been recommended in respect of the new Agreements between the parties, in my view due weight should have been given to the application and effect of the Company's proposals regarding the discontinuance of certain rules.

It is readily apparent that due to changing conditions over the years, these rules (or arbitrary payments) have become unrealistic and untenable in principle. They superimpose a form of premium pay on the already extremely favourable dual system of payment, without there being any justification for any extra payment whatsoever. The Brotherhood's position is that its total basis of compensation should be maintained. It is, however, axiomatic that, under today's extremely competitive conditions, there is surely no more right for an employee to preserve an unjustified and unwarranted form of extra pay than there is for his employer to perpetuate unwarranted costs, whatever form they may assume.

In this regard, I am impressed by the principle enunciated by Gordon Cushing, when as head of the Canadian delegation to the International Labour Organization Conference at Geneva, he stated, "There is little room for bargaining decisions by management and labour which are made in the belief that the normal workings of the economy will absorb their mistakes." It seems to me that this kind of principle is

pertinent in this context, because superfluous rules enabling employees to receive premium compensation for normal duties for which they are already receiving regular compensation, cannot be justified and should not be borne by the Railroad, its customers or the economy of the nation. Certainly, if Canada is to be able to compete effectively in world markets, unjustified costs of this nature cannot be perpetuated.

The refusal of the Brotherhood to consider any justifiable further reduction in the arbitraries, for the simple reason that they were modestly adjusted under the expired agreements should not, in my opinion, inhibit the Board from considering them fully on their merits in relation to the total wage issue.

If a different point of view were adopted, the Company's refusal to consider a wage increase (except on a qualified basis involving elimination of certain of the rules) would equally preclude the Board from considering a recommendation for increased wages. The day is long past when one party can expect to rest its case on the proposition that "what we have we hold, and what is yours we negotiate"; collective bargaining must be mutual in its application if its purposes are to be achieved and the changing economic requirements of the nation satisfied.

With these considerations in mind, it cannot logically be denied that the arbitrary for turn-around and junction switching, which does not apply to the Atlantic and Eastern Regions, is completely devoid

of merit. It is nothing else than payment twice for the same unit of work which is part of the employee's normal duties. For these reasons alone, in my opinion there is no justification for perpetuation of such an arbitrary.

In addition, I am compelled to the conclusion that, with the greatest of deference, sufficient weight has not been given in the Report to the Company's proposals in relation to the wage increases recommended thereunder. The few recommendations treating favourably with the Company's proposals represent very modest improvement for it. Conversely, the wage increases taken together with the other recommendations favourable to the employees, are of a substantial nature in the light of the extremely high level of earnings already enjoyed by them and the going pattern of wage settlements throughout other industries.

In my respectful opinion, in view of these recommended wage increases, realistic treatment should be accorded the Company through the elimination now of an arbitrary which, as emphasized above, has no basis for perpetuation other than the fact that it was at one time introduced under conditions different from those prevailing today. It is my opinion and recommendation that Article 2 (o), (p) and (q) (Prairie and Pacific Regions) should be eliminated.

All of which is respectfully submitted.

(Sgd.) R. V. HICKS
Member

November 28, 1961.

Report of Board in Dispute between

Barnhill's Transfer Limited, Truro, N.S.

and

International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America

The Board of Conciliation and Investigation, consisting of John F. Simonds, union nominee, and Kenneth Matthews, Q.C., company nominee, with Magistrate Nathan Green, Q.C., as Chairman, met the representatives of the company and the union on September 21 and 22, 1961 at Halifax, N.S., and heard the full submissions of the parties with respect to the issues in dispute.

The Board again met with the representatives of the parties at Halifax on September 25, 1961.

The union was represented at the meetings by George Williams, John Strong, Aurele LeBlanc, Clair Roy, Gerrard Beaton, and the spokesmen on behalf of the union Gerald N. Keddy and Wallace F. Jewers. Douglas S. Moffat and Clarence Thompson represented the company and John H. Dickey, Q.C., made the representations on its behalf.

The only point left in issue when the matter reached conciliation level was that of wages. The other issues which had been in dispute, namely, (1) Vacation with pay;

(2) Time when employees should be granted meal period; (3) Responsibility of drivers concerning checks on equipment; (4) Amount of remuneration for meals; had all been clarified and a basis of agreement reached before the conciliation officer appointed by the Department of Labour.

Following the hearings which concluded at 6.00 p.m. on the 22nd, members of the Board met again at the Lord Nelson Hotel with the union representatives until ten o'clock that evening and the following day, the 23rd, the members of the Board again met. The Board conferred by long-distance telephone on the 24th of September and on the 25th of September; the Board met again at Halifax and had before it Gerald Keddy, on behalf of the union, and Messrs. Moffatt and Dickey on behalf of the company; shortly before midnight the parties agreed on a schedule which they would recommend to their respective principals for ratification, and which the Board unanimously recommends.

The collective agreement between the parties was executed on the 27th of November,

During December, the Minister of Labour received the unanimous Report of the Board of Conciliation and Investigation established to deal with a dispute between Barnhill's Transfer Limited, Truro, N.S., Locals 76 and 927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

The Board was under the chairmanship of Magistrate Nathan Green, Q.C., of Halifax. He was appointed by the Minister on the joint recommendation of the other two members, Kenneth Matthews, Q.C., Truro, N.S., and John F. Simonds, Saint John, N.B., nominees of the company and union, respectively.

The Board was able to have the parties reach agreement on the matters in dispute during the Board hearings and a collective agreement embodying the terms of settlement was subsequently signed.

The Report is reproduced here.

ber, 1961, a copy of which is attached to this report.

All of which is respectfully submitted.

Dated at Halifax, Nova Scotia, this 29th day of November, 1961.

(Sgd.) NATHAN GREEN,
Chairman.

Canadian Railway Board of Adjustment No. 1 Releases Decisions in 15 Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in 15 cases heard September 12, 1961.

Eight of the disputes were over discipline: two concerned dismissals as a result of involvement in collisions; two related to suspensions, of an engineer for not accepting signals and of a trainman for not protecting a position after accepting the call; one concerned a dismissal for consumption of intoxicants on duty and one a demotion of a yardmaster whose crew was found drinking beer on duty; one was over the assessment of discipline against a yard foreman for refusing to weigh cars, and one over the assessment of demerit marks against a conductor for incorrectly registering the time of his train's arrival at the terminal.

Six disputes were over methods of or claims for payment: an engineer's claim for deadheading, a yard crew's claim for payment for the time during which they were prevented from working by a picket line, the method of payment of a crew on road-switcher service when required to run

to a spur beyond the road-switcher limit, claims for runarounds by a crew not called for an extra operated by a spare crew, a claim by a yard crew not called for auxiliary service, and a claim for time spent switching at a turnaround point.

The remaining dispute was over the right of Saint John engineers to free overnight accommodation at Moncton.

In seven cases the Board did not sustain the employees' contention. In two cases the Board did not sustain the employees' contention but suggested that the company give consideration to a further appeal from the union. In one case it did not sustain the employees' contention but reduced the period of suspension that had been imposed.

The contention of the employees was sustained in three cases, and in two others it was partly sustained. In one of these it was sustained to the extent of granting two of the four turnarounds claimed, and in the other to the extent of reducing the discipline assessed to a reprimand.

Summaries of the 15 cases, Nos. 766 to 780, are given below.

Case No. 766—*Dispute between Canadian Pacific Railway Company (Pacific Region) and Brotherhood of Locomotive Engineers over an engineer's claim for payment of deadheading.*

The Canadian Pacific Railway Company (Pacific Region) advertised two temporary vacancies on the enginemen's spare board at Medicine Hat. Two enginemen exercised their seniority to fill the vacancies.

Another engineman exercised his seniority to take the train vacated by one of the two enginemen but no one applied to fill the other vacated assignment. An engineman who was the junior man was therefore required to deadhead from Medicine Hat to Swift Current to fill this vacancy.

He submitted a claim under one article of the agreement for 147 miles deadheading. The Company said that, under another article of the agreement, he was not entitled to payment for deadheading.

In its contention, the Brotherhood asserted that such claims had been paid on previous occasions under similar conditions.

The Board did not sustain the employees' contention.

Case No. 767—*Dispute between Canadian National Railways (Prairie Region) and Brotherhood of Locomotive Engineers over a suspension assessed to a locomotive engineer for not accepting signals to back a train over public crossings.*

An engineer was required to shove a freight train from the main line to an industrial spur as part of his regular assignment. The engineer refused the yard crew's signals for the back-up movement, contending that it was not safe to back up over one railway and five public crossings and that the train should be turned around and pulled.

For refusing to accept the signals, the engineer was suspended from service for 90 days.

The employees objected to the suspension and contended that the engineer acted according to safety instructions outlined in the Uniform Code of Operating Rules. The Brotherhood argued that employees are not compelled to follow blindly signals that may create, in their opinion, an unsafe condition.

The union requested removal of the suspension and payment for the time the engineer was held out of service.

The company contended that, in the case under dispute, the backing-up operation was a normal switching movement, made many times previously without incident or refusal. All safety requirements enumerated

in the Code for this type of operation were fulfilled, visibility was ideal, and the yard foreman in charge of the movement was fully qualified.

Since it is the yardmaster's duty to see that all movements within the switching limits are made with minimum delay to make tracks free for other operations, there was no justification for the engineer's assumption of responsibility. Had the engineer's suggestion been followed, four yard movements and six train movements would have been unnecessarily delayed, the company said.

Therefore, the company claimed, the engineer was involved in a serious breach of operating rules and practices, and the discipline assessed was warranted.

Parties to the dispute appeared before the Board and presented additional written and oral evidence.

The contention of the employees was not sustained.

Case No. 768—*Dispute between Canadian National Railways (Atlantic Region) and Brotherhood of Locomotive Engineers over the right of engineers to free overnight accommodation at end of run opposite to their home terminal.*

When a new hump yard was opened in Moncton in November 1960, a new railway YMCA was put into service to accommodate locomotive engineers coming in from Saint John. Until then, they had been accommodated, free of charge, at a rest house.

Free accommodation at the YMCA continued to be provided for the regularly assigned engineers from Saint John, during their lay-over in Moncton, until April 1961, when the time table was changed. From then on, the engineers have been charged \$1.50 minimum for the use of YMCA facilities.

The employees contended that, according to the current agreement, locomotive engineers are to be provided with comfortable and sanitary quarters where reasonably required. According to another rule, locomotive engineers may also, when the time table is changed, exercise their seniority to any assignment within their territory.

In the case under dispute, both terminal points on the run belong to the same seniority territory and, therefore, the locomotive engineers, whether they live in Saint John or in Moncton, are entitled to exercise their seniority, and bid for any assignment between the two points, and to retain their home station privileges.

When the Saint John engineers have to lay over in Moncton, the company should provide them with free accommodation, the employees contended, and those who had to pay for the use of the YMCA should be re-imbursed for such expenses.

The company argued that Moncton has always been and is the designated home terminal for the Moncton-Saint John run. The Saint John spare board is subsidiary to Moncton, and is maintained only for the convenience of employees living in Saint John, to save the regular men from dead-heading on their own time. It does not imply that, because relief engineers are provided from it, Saint John is their "home terminal" on this run.

The company contended that it is not responsible for the domicile of its employees; although it does not object to the men's living in Saint John, it cannot create two separate home terminals on the same run and, therefore, is not obliged to assume the expense for free accommodation for men who do not live at their home terminal. Saint John engineers bidding on this assignment are aware that the home terminal is in Moncton and should be prepared to assume the expense of their accommodation there. The rule cited by the employees has always been interpreted to mean that sleeping quarters would be provided for men away from their home terminal.

Although the relief men under this arrangement had been granted free rest house facilities as a privilege, it was never recognized that the same must be granted to regularly assigned engineers with home terminal in Moncton.

To support its denial of the employees' claim, the company supplied several letters concerning recognition of the home terminal on this run.

Both parties appeared before the Board and presented additional written and oral evidence.

The Board noted that the issue affects only those engineers who are allowed by an agreement to retain home station privileges at Saint John, although they are assigned to runs with home terminal at Moncton.

The contention of the employees was sustained.

Case 769—Dispute between Canadian National Railways (St. Lawrence Region) and Brotherhood of Locomotive Engineers over reinstatement of an engineer who was dismissed for a violation of Uniform Code of Operating Rules which caused a collision.

An engineer who worked for the railway company in various capacities for more

than 40 years was discharged from the service in 1959 as a result of a serious accident for which an investigation held him and his crew primarily responsible. At the age of 60, in poor health, and physically unfit to obtain employment in other industry, the engineer has been refused by the railway re-employment in any capacity that would entitle him to apply for a pension.

The employees contended that, since the engineer gave a lifetime of service to the company, the railway should take into consideration his failing health and reinstate him, so that he could apply for a pension from the fund to which he had contributed over the years.

The Company pointed out that the engineer was discharged as a result of a major catastrophe in which four passengers and one employee lost their lives, twelve other passengers and ten employees were injured, and the damage amounted to more than \$101,000.

Upon his discharge, the engineer did not take advantage of the discipline rule that entitled him to appeal the decision within 30 days. Instead, after several months, the Brotherhood sought his reinstatement on compassionate grounds, with the understanding that, if reinstated without being permitted to resume work, he would immediately apply for his pension.

The engineer's reinstatement for the purpose of obtaining his pension was given a sympathetic consideration by the company, but concurrence was found impossible because it would have meant circumvention of discipline rules in a case where, through negligence, five people were killed and twenty-two injured.

The company further pointed out that the C.N.R. Pension Plan is not a negotiable item and does not form a part of the collective agreement between the Brotherhood and the company. Therefore, the company contended, applicability of the pension rules does not fall within the jurisdiction of the Canadian Railway Board of Adjustment No. 1, and the Board has no authority in this matter.

The parties to the dispute appeared before the Board and submitted additional written and oral evidence.

The contention of the employees was not sustained. The Board suggested, however, that the company receive a further appeal from the Brotherhood on behalf of the engineer, giving it any consideration that may be justified in view of his age, length of service, and state of health.

Case No. 770—*Dispute between Canadian National Railways (Mountain Region) and Brotherhood of Railroad Trainmen over 90-day suspension of a trainman for failure to protect conductor's position after he accepted the call.*

A call for service on a work train which was to leave from Port Mann at 6:30 a.m. was received and accepted by a trainman who, at that time, had his gear stored in his regular caboose at Vancouver yard. The trainman reported to the Vancouver yard office at 6:00 a.m. and stated that he required transportation to Port Mann with his gear, by taxi at the company's expense.

The yardmaster told the trainman that he had no authority to call a taxi, that the trainman would have to provide his own transportation by bus, and that his gear could be sent after him by a train leaving Vancouver yard at 11 o'clock. When the trainman found this solution unacceptable, another trainman had to be called in to the Port Mann work train, which was thus delayed by 4 hours and 15 minutes.

Trainmen at Vancouver are required to protect any work out of Port Mann, where no trainman spare board is maintained. The company, therefore, interpreted the trainman's action in this case as a failure to protect the position after having accepted the call, and assessed him a disciplinary suspension of 90 days.

The employees objected to this disciplinary measure and requested that all record of the suspension be erased and that the trainman receive full compensation for all earnings lost during the suspension. Their contention was that the company did not prove the charge against the trainman, who, in no instance, had refused to protect the conductor's position.

As the trainman had advised the crew clerk about his need for transportation from Vancouver to Port Mann before he accepted the call, the delay and his inability to report at Port Mann resulted from the company's failure to deadhead him to the point where he was to begin work, the Brotherhood argued.

The employees contended that the company had no right to suspend the trainman in this instance, and by doing so violated the conductors' schedule by imposing a fine to the amount of monetary loss sustained because of the suspension.

The company contended that its right to set up crews at Port Mann has been firmly established and has never been disputed. Vancouver men are required to protect positions working out of Port Mann: crews can be set up at Port Mann as well as Vancouver, with relief for these crews to come

from Vancouver as there is no spare board established at Port Mann. There is no agreement that would require the company to furnish transportation for Vancouver trainmen called to protect a position at Port Mann.

In the disputed case, the trainman who was called to Port Mann reported at Vancouver instead and, in consequence of his refusal to provide his own transportation to Port Mann, the work train was considerably delayed. The attitude of the trainman, who tried to interpret the schedule as he saw it without any reference to existing agreements and contracts, the company said, challenged the fundamental principles of the working contract.

The company contended that men cannot interpret the schedule as they see fit and then refuse to take work that is offered. If this were permitted, almost any man out of any terminal could at some time or other find an excuse for not accepting a call, which would mean that the company would have no recourse in discipline and its contracts and agreements would be useless.

The company further asserted that because, in brief, the trainman accepted a call and failed to report for duty, the discipline assessed was justified and the allegation that a fine had been imposed was designed to confuse the issue; no fine was imposed.

The parties to the dispute appeared before the Board and presented additional oral and written evidence.

The Board did not sustain the contention of the employees, but suggested that the discipline of 90 days was excessive and reduced it to 30 days. It also recommended that the parties should discuss and agree on the procedure to be followed in calling and in transporting employees called at Vancouver to report for duty at Port Mann.

Case No. 771—*Dispute between Canadian National Railways (Atlantic Region) and Brotherhood of Railroad Employees over the dismissal of a brakeman for consumption of intoxicating liquor while on duty.*

A brakeman who was on duty on a passenger train, on booking off duty at 9:15 p.m. on his arrival at the end of his run, was taken out of service for having allegedly partaken of intoxicating liquor while on duty. After an investigation the following day, the brakeman was discharged from the service for violation of the Uniform Code of Operating Rules, which prohibits the use of intoxicants while on duty.

The employees contended that the brakeman did not violate the rule because he did not partake of liquor while on duty,

but after he had booked off duty and had booked 12 hours rest. His dismissal therefore was unjust, and he should be reinstated in the service with seniority rights unimpaired and paid for all time out of service.

The company contended that its action was justified by the following facts:

The brakeman was still in uniform when seen staggering on the station platform at 9:20 p.m., after the train crew went off duty as a unit at 9:15 p.m. The assistant superintendent and the acting trainmaster, who noticed that the brakeman's breath smelled of liquor, arranged for him to be taken to a doctor's office for examination. The brakeman agreed to go, but on arrival there refused to submit to tests to establish the alcohol content in his system.

In his statement at the investigation the following day, he denied having taken a drink while on duty, but admitted taking one when off duty.

The company contended that it was inconceivable that a man would reach, in five minutes, the state of intoxication observed. But, even if this was conceded, he was still subject to the rule that prohibits the use of intoxicants or narcotics by employees *subject* to duty. Although he had booked off duty, he was still subject to duty because, the company pointed out, he was a qualified conductor. The company cited the rule that provides for the filling of conductors' vacancies at terminals where a conductors' spare board is not maintained.

Since the trainman admitted that he had consumed liquor before 9:20 p.m. while, according to rule cited, he was still subject to duty, and thus became unfit to accept a call if required to work as a conductor, he did violate the rule against the use of intoxicants.

The parties to the dispute appeared before the Board and presented additional written and oral evidence.

The contention of the employees was not sustained.

Case No. 772—Dispute between Canadian Pacific Railway Company (Pacific Region) and Brotherhood of Railroad Trainmen over a yard crew's claim for payment for time they were prevented from working by a picket line.

On the first day of the strike by the Brotherhood of Locomotive Firemen and Enginemen in May 1958, two yard foremen and crews and a switchtender were to report for their regular assignment at the Moose Jaw yard at 7:00 a.m. They approached the main gate in time to begin work at the

regular hour but were prevented from entering the yard by "a solid wall" of picketing firemen. The two firemen and their crews did not begin work until 12:30; the switchtender not until 12:45.

One foreman and his crew worked a total of six hours and 40 minutes, 12:30 to 7:10, and were paid eight hours regular time. The other foreman and crew worked eight hours and 15 minutes, 12:30 to 8:45, and were paid eight hours regular time and 15 minutes overtime. The switchtender worked 10 hours and 15 minutes; he was paid eight hours regular time and overtime for two hours and 15 minutes.

Subsequently, these employees submitted tickets for eight hours at regular rates for the period 7:00 a.m. to 3:00 p.m., and for time-and-one-half for time worked after 3:00 p.m.

The employees contended that the men were entitled to payments as claimed because they were ready to report and available for duty from 7 o'clock on. If they were late, it was because the company failed to arrange for their safe passage through the picket line. The situation was tense and the passage could be effected without bodily harm only by the use of force.

The company contended that these employees, from its point of view, started their duty only at the time they reported. An employee, it said, earns his pay by reporting to his place of work at the time required for duty and by performing the work required of him during the whole of the period for which he is to be paid. Therefore, the employees were properly paid for service performed.

Both parties presented additional oral and written evidence before the Board.

The employees' contention was not sustained.

Case No. 773—Dispute between Canadian Pacific Railway Company (Pacific Region) and Brotherhood of Railroad Trainmen over the method of payment to a train crew operating on road switcher service when required to run to an industrial spur beyond the road switcher limit.

A train crew on a road switcher assignment of 20.5 miles from home terminal and return was required to service an industrial spur extending a further 21.3 miles. For some time, the trip tickets on this assignment were submitted and paid according to an article of the current agreement where road switcher service is defined and rates specified.

On two days of the second month of the assignment, however, the crew filled out their tickets on the basis of a wayfreight trip and time on the spur, according to an article of a 1956 memorandum of agreement. The company adjusted these tickets and paid the employees as before, under the provisions of the road-switcher rule.

For the next two months, the crew submitted claims on the road-switcher basis plus time on the spur. Again the company adjusted these claims. Subsequently, except for the occasional claim for time on the spur, the crew submitted tickets based on the road-switcher rule.

The employees objected that this rule does not apply in this case, because road switcher service is defined as one that does not extend beyond 30 main track miles in either direction from the starting terminal, and the distance from the starting point to the destination on the spur was 41 miles. The employees contended that the crew was operating under freight conditions and should be paid accordingly.

The company contended that the crew was being properly paid in accordance with the road switcher rule.

Both parties presented the Board with additional written and oral evidence.

The contention of the employees was not sustained.

Case No. 774—*Dispute between Canadian National Railways (Great Lakes Region) and Brotherhood of Railroad Trainmen over claims for four runarounds by a crew not called for an extra operated by a spare crew.*

To operate an extra passenger train from Stratford to Toronto and back via Owen Sound, a crew from the spare board at Stratford was ordered in straight-away service. This train ran through Palmerston, the home terminal of a conductor and crew who were first out in unassigned service.

Believing they were entitled to man the first extra train operating from Palmerston, the crew submitted claims for four runarounds because they were not called for this extra passenger train. The company declined the claims.

The employees cited an article of the current agreement that reads: "Unassigned freight crews will be run first-in first-out, of the terminal on their respective subdivisions and, if available, will be entitled to man all extra train service . . ."

The company cited the first paragraph of the same article. It provides that unassigned freight crews manning extra passenger trains will not be run beyond the

recognized freight section for unassigned freight crews, "unless such freight section or the adjacent freight section is less than 100 miles and both freight sections [are] on the same seniority section . . ." In this case, runarounds will not be allowed, the article stated.

These rules had been applied in the past to special passenger trains running over freight territory with no objection from the employees, the company said. In the case under dispute, equipment had to be obtained from Stratford, deadheaded through Palmerston to Owen Sound, from where it carried passengers to Toronto and back, and returned from Owen Sound without passengers to Stratford.

The distances on all three adjacent freight sections on the same seniority territory are under 100 miles, the company contended, and the crew that manned the passenger train were compensated according to the rules.

When presented with additional oral and written evidence, the Board found that the movement over two freight sections was in order, but the movement over the third freight section was not.

The contention of the employees was sustained to the extent of payment for two runarounds.

Case No. 775—*Dispute between Canadian National Railways (Great Lakes Region) and Brotherhood of Railroad Trainmen over claims by a yard crew that was not called for auxiliary service.*

A crew was ordered with an auxiliary from London to rerail equipment in Brantford Yard and return with the auxiliary to London.

A yard foreman and two helpers who were available at that time on the spare board in Brantford submitted claims for eight hours at yard rates, because they were not called for this service. Their claims were declined by the company.

The employees contended that, according to the current agreement, wreck work performed wholly within the recognized switching limits where yardmen are employed is to be done at yard rates and under yard conditions by the yardmen available from the spare list maintained there.

In the case under dispute, the work was performed within the switching limits of the Brantford yard, a point where yardmen are employed. Therefore, the employees argued, Brantford yardmen were entitled to the work given to the crew from London.

The company contended that all the service performed by the London crew in turnaround service must be recognized as wreck service, regardless of the fact that the work in connection with rerailling equipment was done in Brantford Yard. The rule cited by the employees was intended to apply only when the tire service is performed within the yard limits, the company claimed, and has been applied according to this interpretation in the past without any request for revision. Any other interpretation would be neither practical nor economical.

The parties presented the Board with additional written and oral evidence.

The Board noted that, in the instant case, the crew was called in turnaround service and went into wreck service after arrival at Brantford Yard. Inasmuch as wreck service was performed wholly within recognized switching limits, a yard crew should have been used.

Under the circumstances, the contention of the employees was sustained.

Case No. 776—*Dispute between Canadian National Railways (St. Lawrence Region) and Brotherhood of Railroad Trainmen over the demotion of a yardmaster whose yard crew was found drinking beer while on duty.*

A yardmaster was demoted to yard foreman because, during his shift, ten yard employees were found drinking beer while on the job.

The Brotherhood contended that the company, in this case, failed to notify the yardmaster of charges against him. The demotion was based on an incorrect assumption that the yardmaster should have been out in the yard and aware that the yard crews were drinking while on duty. The yardmaster was performing his duties at his desk in accordance with established practice and it was impossible for him to know that anything unusual was going on in the yard.

The employees requested that the discipline assessed to the yardmaster be cancelled and that he be reimbursed for the loss of earnings sustained through demotion. Their request was declined by the company.

The company contended that, according to the discipline rule of the agreement cited by the employees, a yardmaster may be held off for investigation not exceeding three days and is to be properly notified of charges against him. In this instance, the yardmaster was not held off for investigation, but was called in when he was off duty; at the investigation, he was advised that he was not being accused of violating the rule against drinking on duty.

The company contended that the manner in which the demoted man had discharged his responsibilities indicated that he was not a fit yardmaster; the serious infractions discovered during his shift would never have attained such proportions had he shown some interest in his work and had he given some supervision to the outside operations rather than remain at his desk.

The parties to the dispute appeared before the Board and presented additional written and oral evidence.

The contention of the employees was not sustained.

Case No. 777—*Dispute between Canadian National Railways (St. Lawrence Region) and Brotherhood of Railroad Trainmen over discipline assessed to a yard foreman for refusing to weigh cars.*

A yard foreman was instructed to switch out and weigh cars but refused to do it, protesting that weighing cars was not part of a yard foreman's duties. The yardmaster insisted that he carry out orders, and, after some discussion, the foreman began to switch out the cars. Later, the foreman held a discussion with the superintendent, after which he was relieved of his duties and sent home.

Later on, the foreman was assessed 20 demerit marks as discipline for causing delay to the yard shift, objecting to the yardmaster's instruction, and using abusive language toward the yardmaster. The company rejected the Brotherhood's attempts to have the discipline removed and the foreman reinstated in his former position.

The employees contended that the yardmaster was in error when he insisted on the foreman's performing work that was not part of his duties, and in which he had little experience.

They further contended that the foreman was justified in stating his objections, that the delay to the yard engine did not delay any train or cars and that it was normal practice to discuss the listed work. There was no evidence to support the charge of abusive language, they asserted.

The company contended that the yard foreman admitted, in his statement during the investigation, having previously weighed cars; doubting the yardmaster's word when told about the superintendent's instruction to weigh cars; and delaying switching operations through discussion. There were two witnesses who had heard the abusive remarks, the company said.

Additional written and oral evidence was presented before the Board.

The employees' contention was not sustained.

Case No. 778—*Dispute between Northern Alberta Railways Company and the Order of Railway Conductors and Brakemen and the Brotherhood of Railroad Trainmen over the claim by a conductor and crew for time spent switching at a turnaround point on a side trip.*

A wayfreight assignment included a side trip to be made twice a week. The conductor and crew on this assignment claimed one hour and 35 minutes for turnaround switching at the station to which the side trip was made; the company declined the claim.

The employees contended that two paragraphs of the article in the current agreement covering "short runs" justified their claim. One paragraph specifies that on runs in excess of 100 miles, straight away or turn around, actual miles and terminal switching will be paid, also switching at turnaround point, and that overtime at *pro rata* rate will be paid when the road time exceeds the road miles run divided by twelve and one half. The other paragraph states that, when trains are delayed at turnaround points for 30 minutes or less while engine crews are eating, trainmen's tickets covering such delays are to be allowed.

The employees contend that the distance between the two terminals on this assignment was 131 miles; the distance from the terminal to the junction, 35 miles; and the distance from the junction to the turnaround point on the side trip, 26 miles. On arrival at the latter point, the crew ate and then was required to switch the elevator track, team track, and wye the engine after making up the train for the return trip.

Therefore, the employees contended, the crew should be paid according to the rules cited for all time at the turnaround point from time of arrival to time of departure.

The company contended that the side trip was part of the crew's assignment and, since it did not exceed the 100-mile limit specified, the rule cited by the employees did not apply.

The parties to the dispute presented the Board with additional written and oral evidence.

The contention of the employees was sustained.

Case No. 779—*Dispute between Northern Alberta Railways Company and the Order of Railway Conductors and Brakemen and the Brotherhood of Railroad Trainmen over assessment of demerit marks against a conductor for incorrectly registering his train's arrival time.*

A conductor registered his arrival at the terminal at 7:20 a.m. instead of the correct time of arrival, 6:20 a.m. When the auditor

pointed out his mistake, the conductor wrote a letter to the auditor, and subsequently made a statement to the assistant superintendent; in both instances he admitted his error. The company assessed him 10 demerit marks for incorrectly registering arrival of train at terminal.

The Brotherhood objected to this discipline on the conductor's behalf but failed to reach an agreement with the company and subsequently forwarded the case to the Board.

The employees contended that anyone can make a mistake of this sort and does not warrant demerits for such a small error. A letter drawing the conductor's mistake to his attention, with a warning to watch his register times more closely in the future, would have been sufficient. The employees further requested that the demerits assessed be removed from the conductor's record.

The company contended that the correct registration of trains at designated registration points is a matter of considerable importance, and that errors of this type cannot be disregarded. Since it has been established that the conductor was negligent in this instance, and in addition subjected the company to unnecessary correspondence, the discipline assessed was entirely justified.

The parties to the dispute appeared before the Board and gave additional oral and written evidence.

The contention of the employees was sustained to the extent of reducing the discipline assessed to a reprimand.

Case No. 780—*Dispute between Northern Alberta Railways Company and the Order of Railway Conductors and Brakemen and the Brotherhood of Railroad Trainmen over the dismissal of three employees involved in a collision.*

A conductor and two trainmen failed to clear or properly protect their freight train against a passenger train and a head-on collision occurred. The fireman of the passenger train was killed and a tank car in the freight train ruptured, and its contents ignited. Flaming gasoline enveloped the station building and caused death of the agent, his wife and his son living there. The accident also caused very extensive damage to equipment and serious delays to trains.

The conductor and the trainmen were dismissed for violation of the Uniform Code of Operating Rules.

The Brotherhood pleaded for their reinstatement on the ground that all three employees had rendered the company many years of loyal service, the conductor being close to retirement after working 33 years

(Continued on page 230)

LABOUR LAW

Legal Decisions Affecting Labour

B.C. Supreme Court upholds ban on using union dues to support political party or candidate for political office; in another decision, quashes arbitration award. Ontario court rules invalid dismissal of union officers without hearing

In British Columbia, the Supreme Court has ruled constitutionally valid the 1961 amendments to the British Columbia Labour Relations Act preventing the use of union dues to support a political party or a candidate for political office.

In another decision, the Court ruled that when an employer dismisses an employee for proper cause, he is not required to prove the employee's guilt beyond reasonable doubt.

In Ontario, the High Court ruled that the requirement of natural justice demands a fair hearing for local union officers before their dismissal by the national president acting under the union's constitution.

British Columbia Supreme Court . . .

...upholds constitutional validity of legislation banning use of union dues for political purposes

On August 25, 1961, Mr. Justice Whitaker of the Supreme Court of British Columbia held that Section 9(6) of the Labour Relations Act was *intra vires* the provincial legislature as being legislation relating to property and civil rights in British Columbia. The section, added to the Act in 1961, prohibits, *inter alia*, the use of union dues, collected either through check-off arrangements or paid as a condition of membership in the union, to support a political party or a candidate for political office.

Subsection (1) of Section 9 of the Act provides that every employer shall honour a written assignment of wages to a trade union certified under the Act; subsection (2) sets out the form of the assignment for the purpose of securing to the union payment of initiation fees and membership dues; subsection (3) provides for the remission each month by the employer to the union of the fees and dues deducted.

The new subsection (6) provides, in paragraph (a), that no employer shall refuse employment to a person or discriminate against a person in regard to employment because that person refuses to contribute to a political party or to a candidate for political office; paragraph (b) provides that no trade union shall refuse union membership to a person who refuses to make a contribution, directly or indirectly, to a political party or to a candidate for political office; paragraph (c) (i) provides that no trade union shall, directly or indirectly, contribute to any political party or a candidate for political office any moneys deducted from an employee's wages under the assignment of wages under subsection (1) or a collective agreement, or paid as a condition of membership in the trade union; paragraph (d) provides for a statutory declaration made by a duly authorized union officer that "the trade union is complying with and will continue to comply" with clause (c) during the term of the assignment of wages under subsection (1) or during the term of the collective agreement as a condition for any deduction by the employer from the wages of an employee on behalf of the trade union.

Under the terms of a collective agreement dated January 15, 1960, the Imperial Oil Limited agreed to honour written assignments of wages given by employees and to remit the union dues each month to Local 16-601 of the Oil, Chemical and Atomic Workers' International Union, which was a certified bargaining agent for about 160 of the company's employees.

When subsection (6) became law, the company requested delivery of the statutory declaration required by clause (d) of subsection (6). The union refused to supply such a declaration. Then the company refused to make deductions of union dues

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

from wages of its employees. This refusal brought court action by the union, claiming specific performance of the check-off clause of the collective agreement and a declaration that it was not within the competence of the provincial legislature to enact Section 9 (6) (c) of the Labour Relations Act.

Counsel for the union argued that Section 9 (6) interferes with the growth and development of political parties and thus with the proper functioning of parliamentary institutions in Canada; that it interferes with the status of trade unionists in Canada by curtailing their freedom to participate in politics and political parties; that it interferes with Dominion elections; that it abridges civil rights enforceable by trade unions outside the province; that it is inoperative because the statutory declarations required thereunder are legally unobtainable in British Columbia.

Mr. Justice Whittaker noted that the union constitution requires Local 16-601 to pay \$2 per capita per month to the parent international at Denver, Colorado. The local contended that its international union had in the past, through its head office in Denver, contributed money to a political party in Canada and to at least one candidate for political office in Canada. As these contributions have been made out of the international union's ordinary revenue, which consists of the per capita payments made by local unions, which, in turn, are derived from moneys paid by the membership of the local unions as a condition of membership, the international union and the Canadian District Council of the international union may reasonably be expected to make future contributions to political parties and to candidates for political office in Canada. Therefore, the local union cannot deliver a statutory declaration to the effect that it will not in the future make such contributions "indirectly" out of moneys paid to it as a condition of membership.

The Court noted that the Co-operative Commonwealth Federation, a political party in Canada, and the Canadian Labour Congress had decided to form a new political party in Canada composed of individuals and affiliated trade unions, and it was proposed that the per capita membership dues for trade unions affiliating with the New Party should be 5 cents a month.

Mr. Justice Whittaker held that subsection (6)(c) does not interfere with the existence, development or legitimate aspirations of any political party because the prohibition applies only to moneys paid by members as a condition of membership,

and there is nothing to prevent union members from contributing, as private citizens, to the party of their choice; and there is nothing in the contested clause that would prevent the local from making a drive upon its members for funds to be donated by the union to the party of its choice.

In a democracy, he added, it is essential that the individual should be free to give his support, financial and other, to the party of his choice. The individual union member loses this freedom of choice when the money he must pay to become a union member is given to a party of which he may or may not approve. It is no answer to say that the decision to become affiliated with the New Democratic Party was reached in a democratic fashion at a union convention. It was not suggested that any protest by a union member against the use of his dues in support of the New Democratic Party would have any effect whatever if he happened to be a minority. The assumption must be made that he would be bound by the majority vote. In such case, there would be nothing democratic about this enforced abrogation of one of the citizen's fundamental rights.

Mr. Justice Whittaker also rejected the union's contention that the contested legislation was passed with intent to destroy the New Democratic Party at its inception by withdrawing from it an important source of revenue. In his view, there was nothing in the circumstances to suggest any reason for the enactment other than the laudable one of safeguarding the fundamental right of the individual to give his support to the party of his choice.

In rejecting the union's argument that Section 9(6) interferes with the status of trade unionists in Canada by curtailing their freedom to participate in politics and political parties, Mr. Justice Whittaker noted that apparently the argument meant that the legislation in question curtails the freedom of trade unionists to participate collectively through their union, since the freedom of the trade unionists as individuals is not curtailed in any way. On this assumption, the authorities cited by the union's counsel, being the cases in which provincial legislatures have sought to interfere with some fundamental freedom of the individual as a citizen of Canada, were not helpful.

Counsel for the union conceded that a trade union is a legal entity. Mr. Justice Whittaker noted that there was nothing in the union's constitution giving Local 16-601 the right to become a member of or to make contributions to a political party. But, even if such provision were there, that

would not conclude the matter. Local 16-601, being a legal entity having an artificial personality, has only those rights which it derives from statute or the common law. If a trade union has the legal right to make contributions to a political party or candidate out of initiation fees and dues paid by its members, such right is not one of those human rights or fundamental freedoms which pertain to an individual and are recognized and declared by the Canadian Bill of Rights.

One of the union's arguments was that a trade union constitution is a contract, and that Local 16-601 is under contract with the international union to pay \$2 per capita per month to the international headquarters in Denver. This contract is enforceable outside the province and Section 9(6) would prevent the local in question from making these per capita monthly payments (thus interfering with the international union's civil rights) because the local's officers are aware that the international has, in the past, made contributions to a political party and may reasonably be expected to do so in the future. As the said contributions must perform, in part at least, be made out of per capita payments received from the local, therefore, the local, by remitting the per capita payments to the parent body, would itself be contributing indirectly to a political party.

Mr. Justice Whittaker rejected this contention on the ground that the distribution of per capita revenues of the international union, according to its constitution, does not include contributions to political parties or candidates and the local, when making its per capita payments to the international, ought not to anticipate that the money will be expended otherwise than as the constitution provides. Further, Section 9(6)(c) was not intended to apply to expenditures over which the local has no control.

Mr. Justice Whittaker rejected also the union's contention that Section 9(6) is inoperative because the statutory declarations required thereunder are legally unobtainable in British Columbia. Section 67 of the Evidence Act provides that any official authorized to take affidavits for use in any court, or to administer oaths, may receive the solemn declaration of any person in attestation of the execution of any instrument, *or of the truth of any fact*, or of any account rendered. The union argued that a declaration as required by the above Section 9(6)(d) that the person making it "will continue to comply with clause (c)" is not a declaration as to "the truth of any fact," and that the Evidence Act does not authorize the taking of such a declaration.

Counsel for the Attorney-General of the province countered by referring to a number of statutes which require the taking of statutory declarations containing promises or undertakings as to future conduct. Also, he suggested that the Legislature, by requiring the taking of such a declaration, has implicitly authorized it, notwithstanding the restricted wording of Section 67. Also, he argued, a declaration of intent is a declaration as to a fact.

Mr. Justice Whittaker was of the opinion that the declaration required by Section 9(6)(d) does contain a statement of fact, namely, that the union is presently complying with clause (d). This is sufficient to confer authority upon the official before whom the declaration is made. It is immaterial that the declaration may also contain other matters.

Finally, Mr. Justice Whittaker noted that Section 9(6) relates only to trade unions as defined in the Act. The definition is, in part: "Trade union" means a local or provincial organization or association of employees, or a local or provincial branch of a national or international organization or association of employees within the province . . ."

The Court held that subsection (6) of Section 9 of the B.C. Labour Relations Act relates to property and civil rights in the province and is within the legislative competence of the province. *Oil, Chemical and Atomic Workers International Union, Local 16-601 v. Imperial Oil Limited*, (1961), 36 W.W.R., Part 9, p. 385.

British Columbia Supreme Court . . .

...rules employer need not prove employee's guilt beyond reasonable doubt before discharging him

On July 31, 1961, Mr. Justice Sullivan of the British Columbia Supreme Court set aside the majority arbitration award and ruled that an arbitration board, when deciding whether an employee has been dismissed for proper cause, is not acting as a criminal court determining the guilt or innocence of a person accused of crime.

An employer has the right of terminating the employment of an employee whose mere presence at or near a piece of machinery results in abnormal breakdowns resulting in loss, particularly when that person boasts to his fellow workers of having caused breakdowns.

The Court rejected the arbitration board's position that before an employer may dismiss an employee for disloyalty (virtually amounting to a degree of sabotage), he must be prepared to prove beyond a reasonable doubt the employee's guilt in causing

such breakdowns "deliberately." *Re Arbitration Act; Re Forest Products Industries Southern Interior Region, B.C. S & K Limited v. International Woodworkers of America, Local 1-423, (1961), 36 W.W.R., Part 5, p. 235.*

Ontario High Court . . .

...rules the dismissal of several officers of a local union by the national president is invalid

On September 6, 1961, Chief Justice McRuer of the Ontario High Court ruled invalid the dismissal of several officers of Local 598 of the International Union of Mine, Mill and Smelter Workers by the national president of the union on the ground that the union officers were entitled to a hearing before being deprived of their offices.

There had been a very considerable difference of opinion among the members of Local 598 as to its future and between some local union officers and the national executive. On August 25, 1961, the Canadian president of the International Union of Mine, Mill and Smelter Workers, purporting to act under the provisions of Article 19 (7) of the Canadian Constitution of the International Union, signed a declaration in which he dismissed some officers of Local 598 on the ground that they acted in furtherance of and advocated the secession of the local from the International Union and joining the United Steelworkers of America. In the same declaration he appointed an administrator for the Local with power to appoint temporary officers, negotiate agreements, and with the right to the funds, property, and other assets of the local.

Further, he ordered the dismissed officers to turn over to the appointed administrator all books, documents, funds and property of the local in their possession or control, and declared that the dismissed officers, pursuant to Article 19 (8) of the Canadian constitution of the International Union, were entitled "to be tried in the same local union No. 598 pursuant to the provisions of Article 18 of the Canadian constitution with a right of appeal to the District Executive Board, from there to the Executive Board of the International Union of Mine, Mill and Smelter Workers in Canada and from there to the next ensuing convention and that, if any of them so elect to be tried, they shall be furnished with specific charges in writing pursuant to Article 18."

The declaration referred to only four of the seventeen officers of the local.

The argument before Chief Justice McRuer turned on the validity of this declaration, which was made in the exercise of

powers conferred on the president under Article 19 (7) of the constitution.

Article 19 (7) of the constitution provides, *inter alia*, that no officer, executive board member, organizer, agent or employee of "the union" or of the local union or district union shall do any act in furtherance of the dissolution of any local union or the secession or withdrawal of any local union or district union from "the union". "Any person violating this provision shall be deemed, upon the performance of such act, to have automatically forfeited his right and title to his office or position and the Canadian president shall have the power to so declare."

Further, the said section provides that upon such declaration, the Canadian president shall have power to appoint a temporary successor, leave the office or position vacant pending the election or appointment of a successor and, in addition, or instead of such action, the power to appoint and designate an administrator for any local union or district union; that the administrator so appointed shall succeed to all of the rights, powers and duties exercised and possessed by the local union or district union and their officers, including the power to appoint temporary officers, to administer and negotiate agreements for and on behalf of the local union or district union, and shall have the right to the funds, property and other assets of the local union or district union. The term of office of such administrator shall not exceed 90 days, during which he should reorganize the local or district union, but, upon good cause shown, the Canadian president may extend the administrator's term of office for an additional 90 days.

The Chief Justice rejected the argument that a mere fact of doing an act in furtherance of the withdrawal of the local from the union would cause a forfeiture of the office without declaration by the president. In his opinion, the forfeiture of the right and title to the office follows the declaration of the president because it is the president that is given, under Section 7, the power to so declare and it is by the exercise of that power that the office becomes vacant. The president's power to appoint the administrator flows from an exercise of the power to make the declaration referred to above and it necessarily follows, the Chief Justice added, that it must be a legal and proper exercise of the power to make the declaration.

The crux of the case before the Court was that the president acted in a summary and an arbitrary manner in depriving the four officers of the local union of the offices to which they had been duly elected.

No charges were made against them and they were given no opportunity to be heard.

In the Chief Justice's opinion, the men were deprived of an important office and the rights and perquisites attendant on that office without any opportunity to speak for themselves and the rights of the general membership of the union were gravely affected by the appointment of the administrator to perform the duties which had been entrusted to them as the elected representatives of the members of the local.

In this respect, Chief Justice McRuer quoted from the judgment of Lord Justice Denning in *Lee v. Showmen's Guild of Great Britain*, (1952), 2 Q.C. 329, the following passage:

Although the jurisdiction of a domestic tribunal is founded on contract, express or implied, nevertheless the parties are not free to make any contract they like. There are important limitations imposed by public policy. The tribunal must, for instance, observe the principles of natural justice. They must give the man notice of the charge and a reasonable opportunity of meeting it. Any stipulation of the contrary would be invalid. They cannot stipulate for a power to condemn a man unheard.

It was argued before the court that the principles set out in the *Lee* case do not apply to the case under review because (1) the language of the constitution taken as a whole does not contemplate that there should be any hearing before the president makes a declaration under Article 19 (7); and (2) a provision is made under Article 19 (8) for the sort of trial that is referred to in the declaration.

According to the Chief Justice, the first argument is disposed of by the judgment in the *Lee* case. This case goes so far as to hold that even if such a provision was expressly made in the constitution, it would be contrary to public policy. Neither could there be implied the parties' agreement that the ordinary common law rights to a hearing should not apply.

The Chief Justice then dealt with the second argument, that the right to impugn the

action of the president should not be exercised until the purported rights of appeal under Article 19 (8) of the constitution had been exercised. The Section reads:

Notwithstanding any other provision in this constitution any officer or executive board member of "the union" or any local union or district union, whose office has been declared vacant by action of the Canadian President pursuant to Section 7 of this Article, is entitled to recourse of trial in his local union under the provisions of this constitution.

There is no provision in the constitution, however, for the trial of an officer whose office has been declared vacant. It was argued that the language of Article 18 should be adopted to provide for the trial of an officer deprived of his office under Article 19. Article 18 deals with the trial of members charged with certain offences under the constitution. In the case under review, there has been no charge laid against these officers and by refraining from laying a charge they could be deprived of any rights to a trial.

In Chief Justice McRuer's opinion, natural justice demands that the union officers must be given an opportunity to be heard with respect to any allegation made against them before the president exercises his power to make a declaration affecting their rights. The president cannot arbitrarily deprive an officer of his office without a hearing of any sort.

The ruling of the Court was that the administrator appointed on the basis of the declaration of August 25, 1961 should be restrained from acting as administrator of Local 598 and that the Canadian president should be restrained from taking any action or exercising any power pursuant to the said declaration. All the property and the assets of the local previously placed in the custody of the sheriff should be restored to the officers who were holding office prior to the execution of the declaration of August 25, 1951. *Kennedy v. Gillis et al; Gillis et al. v. Smith and Kennedy*, (1961), 30 D.L.R. (2d), Parts 2 and 3, p. 82.

Recent Regulations under Provincial Legislation

Ontario enlarges coverage of Workmen's Compensation Act and amends rules of procedure of Labour Relations Board dealing with certification applications

In Ontario, an amendment to the regulations under the Workmen's Compensation Act added the operation of convalescent homes, nursing homes and visiting nursing associations to the list of undertakings subject to the collective liability provisions of the Act.

Other recent regulations dealt with applications for certification under the Ontario Labour Relations Act and a conditional exemption from the Saskatchewan Employees Wage Act, 1961.

New Brunswick Minimum Wage Act

The New Brunswick Minimum Wage Board has revoked the section of the minimum wage order governing female employees in hotels and restaurants that required employers to pay female employees at intervals of not more than one week. The order was gazetted November 8.

Ontario Labour Relations Act

Amendments to the rules of procedure of the Ontario Labour Relations Board were gazetted as O. Reg. 368/61 on December 9.

A statement of status of trade union must now be submitted at the time the application for certification is filed instead of within two days after the terminal date of the application.

The application for certification (Form I) has also been amended, the applicant now being required to show whether a pre-hearing representation vote is or is not desired. If the applicant does not clearly indicate that it does request a pre-hearing representation vote, the application will be processed without such a vote being taken.

Ontario Workmen's Compensation Act

Amendments to the regulations under the Ontario Workmen's Compensation Act were gazetted on December 23 as O. Reg. 379/61.

A number of changes were made to Schedule I, which lists the industries subject to the collective liability provisions of the Act. The definition of woods operations was broadened to include specifically construction and repair of dams, camps, buildings and roads; hauling or loading logs on cars, trucks or vessels, and catering by or in connection with the logging industry or its contractors. Another amendment added the operation of convalescent homes, nursing homes and visiting nursing associations to the list of undertakings covered.

The definition of tuberculosis in the schedule of compensable industrial diseases was widened to include tuberculosis contracted by a workman employed in a jail, convalescent home, nursing home, home for the aged, health unit or visiting nursing association subject to Part I of the Act, or a reform institution, health unit or treatment centre operated by the Province of Ontario.

Saskatchewan Employees Wage Act, 1961

The first exemption order to be issued under the Saskatchewan Employees Wage Act, 1961 was gazetted December 8.

The Act, which went into force on July 1, permitted wage payment practices in effect prior to March 1, 1961 to be continued, subject to certain exceptions, and further stipulated that persons who became employers on or after March 1 were to pay their workers at least semi-monthly or every 14 days, with provision for exemptions by the Lieutenant-Governor in Council.

The exemption order (O.C. 2108/61) provides that a person who became an employer on or after March 1, 1961, may pay monthly rated employees once a month provided he pays them all wages owing up to within six days of such earning period.

Annual Report for 1960 of the British Chief Inspector of Factories

For second year in succession, number of reportable accidents increased, to highest figure in 10 years. Number of fatalities also increased over 1959

For the second year in succession, the number of accidents reported to the British Chief Inspector of Factories increased, the Chief Inspector states in his Annual Report for 1960. The total rose by 9 per cent, to 190,266 in 1960—highest in 10 years—from 174,071 in 1959.

The number of fatal accidents also rose, to 675 from 598 in 1959. Building operations were responsible for most of this increase. In factories only, the rate of increase in fatal accidents (350 to 354) was much less than that for total factory accidents (148,504 to 161,524); this, the Inspector states, gives at least some indication that the severity of injuries sustained in accidents is still being reduced.

The rise in accidents to young persons was particularly serious, the report states.

Under the Factories Act, an accident must be reported if an employed person is killed or is disabled for more than three days from earning full wages at the work at which he was employed.

The report follows the previous year's pattern, and it again devotes two chapters to particular subjects: lifting, moving and carrying, and the personal protection of the worker.

Accident Statistics and Trends

The increase in the number of accidents in 1960, spread over a wide range of industries, is partially attributed to an estimated rise of more than 4 per cent in employment during the year. But this increase was not large enough in itself to account for the rise in the number of accidents.

There were other reasons, as indicated by the simultaneous rise of 5 per cent in accident incidence rates (number of accidents per thousand) in manufacturing. One of these reasons is considered to be increase in industrial production which, in manufacturing, was 8 per cent higher than in the preceding year.

The number of accidents in 1960 in factories, and at docks and warehouses, was the highest since 1955. The number on building operations and on works of engineering construction was the highest on record.

Progress in reducing the severity of accidents in factories is indicated by the almost continuous annual decline since the

war in the number of fatal accidents. Fatalities in factories during the year numbered 354, four more than in 1959, but the percentage increase was much less than for total factory accidents. The special severity of construction accidents continues, however; 1 in 76 construction accidents was fatal in 1960, compared with 1 in 282 for all processes subject to the Factories Act.

During 1960, accidents to women and young persons increased proportionately more than those to men, emphasizing the necessity of improved safety measures on their behalf. This disproportionate rise in accidents is indicated by the accident incidence rates in manufacturing, where, between 1959 and 1960, there was a rate increase of 9 per cent for women and 15 per cent for young persons, compared with 4 per cent for men.

Severity of Accidents

The Report contains a table indicating the severity of accidents. Based on the number of fatal accidents per 1,000 reported accidents for the period 1959-60, the rates established in industries showing the greatest severity were as follows: building operations and works of engineering construction, 12.7; docks and warehouses, 4.9; shipbuilding, 4.3; chemical industries, 4.3; clay, minerals, etc., 4.0; metal processes, 3.0; wood and wood working processes, 2.4. The average for all factory processes was 2.3.

The Factories Act requires that certain specific dangerous occurrences be reported whether or not they result in injury. In 1960, the type of such occurrence that increased most involved the failure of a crane, derrick, winch or hoist; in factories, docks and building operations these occurrences rose from 335 to 448.

Appendices

The Report again includes statistical appendices, which give extensive detail in connection with accidents. The Inspectorate's statistical methods were modified in 1959, and thus this is the second complete year for which revised statistics are available; full comparison of accident figures for 1959 and 1960 can therefore now be made. (See also L.G., Feb. 1961, p. 165). One of the most comprehensive and useful statistical appendices (Appendix II) gives an analysis of accidents by process and

cause; details are given in a special publication: *Guide to Statistics Collected by H. M. Factory Inspectorate*. Appendix V analyses injuries by their nature and site, and Appendix VI gives an analysis of injuries by industry.

Other extensive appendices deal with accident-incidence rates in various sectors of the manufacturing industries, and with accident frequency rates in manufacturing and several other industries. Both of these appendices give a comparison for 1959 and 1960.

The number of non-rail transport accidents in factories continued its steady post-war rise, reaching a level about three times the 1948 total. During this period the total number of factory accidents declined by about 12 per cent. One of the main reasons for the continued increase in non-rail transport accidents is the failure to change factory layouts to provide suitable thoroughfares for transport, the Report states.

Review of the Year

The chapter of the Chief Inspector's report headed "Review of the Year" contains four main sections, dealing with: important industrial developments affecting the safety, health and welfare of factory workers; activities of safety organizations, industrial fires, and safety legislation.

Developments Affecting Workers' Safety

The section dealing with industrial developments affecting the safety of workers is devoted to electrical, engineering, chemical, and building and civil engineering developments.

Electrical Developments

With respect to electrical developments, the Report refers to certain methods used to minimize the dangers of operating large turbo-generators, ways of reducing electrical accidents on construction sites, and means of preventing accidents resulting from contact with overhead electric lines.

The risk of cranes contacting electric lines continues to be serious. Two types of equipment are used to deal with this problem—an insulating guard on the jib of the crane, and electronic equipment mounted on the head of the jib and in the cab to warn the driver that the crane is too close to the power line. It is safer, however, to keep the worker away from overhead lines. This can be done by re-routing the lines, burying the line, making the line dead, providing barriers, and stationing lookout men to warn the crane driver.

The Chief Inspector points out that in construction the highest standard of precautions is necessary to avoid excavation and tunnelling accidents, a high proportion of which are fatal.

A large percentage of electrical accidents, the Report shows, arise from the use of portable and transportable equipment. The causes of electrical accidents and the means of preventing them are dealt with more fully in a special publication entitled, *Electrical Accidents and Their Causes*, 1960.

Accidents causing hand and wrist injuries, states the Chief Inspector, account for 32 per cent of all accidents, and those to feet and ankles another 22 per cent. There is special risk of these types of injuries in the food, metal goods, textile, timber and furniture, paper converting, printing and bookbinding, and plastics industries.

In 1960, there were 7,043 eye injuries. Nearly 58 per cent of them occurred in metal manufacture or engineering.

Engineering Developments

Among engineering developments, the Report mentions a new type of machine in the leather industry for the automatic rolling of sole-leather bends, together with related safety apparatus.

In the brickmaking industry, a new method of applying damp sand to green bricks eliminates the dust hazard.

A method of impact testing suitable for all kinds of eye protection has been evolved, together with a type of foundry goggle that meets all the tests devised.

Chemical Developments

In describing chemical developments, the Report deals with certain hazards associated with the manufacture of plastics, including toxicity and fire. Measures are suggested to reduce these dangers.

The Report refers also to the dangers involved in the manufacture and use of toxic compounds such as pesticides, fungicides and seed dressings, pointing out the necessity of not exceeding recommended maximum permissible atmospheric concentrations of compounds of mercury.

The importance of suitably marking drums containing organic phosphorous insecticide, and ensuring the thorough decontamination and safe disposal of these drums when empty, is also emphasized.

The continued emission of X-rays from constant-potential X-ray sets after the high-tension current has been switched off presents a radiation hazard, especially when

the sets are used for fluoroscopy. If the filament of an X-ray tube remains on, X-radiation can continue for two minutes after the high-tension current has been switched off. One solution is to have the filament switched off quickly after breaking the high-tension circuit. A solenoid-operated shield which drops over the tube outlet when the high-tension circuit is broken, is a solution mentioned in connection with fluoroscopy.

Building and Civil Engineering

In the building and civil-engineering field, the accident prevention training program for foremen, begun several years ago, continues to expand. For 1961, there were 40 courses planned. These had average enrolment of 25 trainees.

Activities of Safety Organizations

The second section of this chapter refers, among other matters, to the activities of safety organizations in several industries and of industrial accident prevention groups. It also mentions the training courses for industrial safety officers established by the Royal Society for the Prevention of Accidents, including a new type of course on safety in construction operations.

It states, too, that the Regional Advisory Councils of the Ministry of Education have continued to show an interest in safety training.

Industrial Fires

The third section of this chapter refers to important changes relating to fire in the 1959 amendments to the Factories Act (L.G. 1959, p. 1188). The fire provisions came into effect on December 1, 1960.

An increasing number of fires are caused, the Report points out, by some of the newer materials now in use, such as foamed

rubbers and plastics. Also causing concern are inflammable solvents used in powder metallurgy, electrostatic paint spraying, and in the manufacture of adhesives and glass-fibre mouldings.

The Republic of South Africa has introduced legislation to provide a 40-hour training course in industrial safety in its technical schools and apprenticeship courses. The syllabus of training is to be provided by the National Occupational Safety Association of South Africa, which will also correct the student papers at the end of the course. The aim is to reduce the number of injuries to the younger work people when they enter industry.

Safety Legislation

During 1960 there were a number of legislative developments relating to the Factories Act, including a number of Orders bringing into effect several sections of the Factories Act, 1959.

The Engineering Construction (Extension of Definition) Regulations, 1960, extended the provisions of the Factories Act to a wide range of civil and construction engineering works.

The Diving Operations Special Regulations, 1960, came into force on July 1.

The Work in Compressed Air (Amendment) Regulations, 1960, extended protection to workers on any premises or place to which the Factories Act applies.

The Shipbuilding and Ship-repairing Regulations, 1960, were issued.

Other regulations on which work progressed in 1960 have now emerged as statutory instruments. These are the Construction Industry (Lifting Operations) Regulations, 1961; the Construction Industry (General Provisions) Regulations, 1961; and the Ionizing Radiations (Sealed Sources) Regulations, 1961.

Lifting, Moving and Carrying

The manual handling of goods and materials is by far the most important cause of factory accidents; it accounted for more than 42,000, or 26.1 per cent, of the total in 1960. Although 30 per cent of the injuries resulting from these accidents were to the hands and fingers, as might be expected, 31 per cent involved the trunk, and were mainly due to strain from weight lifting.

Between 1950 and 1958, the rate of handling accidents steadily declined from 7.0 to 5.3 per 1,000 persons employed. This

represents a reduction of about 10,000 in the annual total of factory accidents, and is attributed mainly to increased use of mechanization and power-driven vehicles.

The Chief Inspector considers that the best way to reduce the number of manual handling accidents is to introduce mechanical handling where practicable. He points out that fatigue and incorrect techniques of weight-lifting are important factors in manual handling accidents, and should be avoided. Workmen should be trained in proper weight-lifting techniques. Moreover,

they should not be required to lift excessive weights, a prohibition contained in the 1959 amendments to the Factories Act.

The Report devotes attention to safe stacking and storage of manually handled goods, emphasizing that this matter is particularly important.

It also states the radioactive sources should not be touched with the bare hand, and that the method of remote handling used should effectively reduce radiation exposure and prevent radioactive contamination.

It deals, too, with the dangers of handling goods in hazardous conditions and circumstances, noting, for example, that men have been blown off buildings while carrying roof sheets in high winds.

Mechanical Handling Equipment

In dealing with the introduction of mechanical handling equipment, the Chief Inspector states that these devices aid in eliminating accidents, not only those due to manual handling but also, because the worker is no longer exposed to danger, those at the point of operation of a machine, where accidents are often serious.

There is great scope in every industry, he states, to apply mechanical handling to machines. Equipment such as conveyors and elevators can be fitted to existing machines and, where practicable, should be incorporated in the design of new machines.

The Report reviews some of the recent developments in connection with mechanical handling of goods and materials, including conveyors, fork-lift trucks, mechanical handling and assistance at machines, pneumatic handling of powders and dusts, and mechanical devices for use in building and construction, and civil engineering work.

Although conveyors are used extensively in industry, they present certain risks, such as the possibility of the "nip" accident (occurring between the belt and pulley). Therefore, proper guarding is necessary.

Fork-lift trucks are probably the most common type of mobile mechanical handling equipment, and new uses for them continue to be developed. Some of these are discussed in the Report. Their use, however, results in a considerable number of accidents, important causes of which are: overloading, speeding, inattention, and limited visibility. Consequently, drivers should be carefully trained.

Automation has resulted in the continuing development of handling devices at power presses and welding machines, including large body-panel presses such as those

used in the automobile industry. Automatic guards for these machines are being replaced by fencing designed to keep workers out of the danger area while the machine is in operation.

The Report describes several examples of mechanical assistance that reduces fatigue or risk at machines. In one, a pair of automatically adjustable tables eases the work of the operator of certain machines that are hand fed with thin material, e.g., platen printing machines. In another, a device enables the operator of a paper-cutting guillotine to move the pile of paper easily. Methods are also described that facilitate the handling of large steel plates.

Pneumatic handling of materials has increased greatly in recent years, especially in the food industry, where sugar and flour are now generally conveyed this way, both into the factory—from specially designed transport—and within the factory. This improves working conditions by eliminating much heavy lifting and by reducing the risk of dust explosions.

Toxic chemicals present a number of handling risks. One of these hazards is dust during manufacture. This can be prevented, however, by using enclosed equipment under reduced pressure. Pneumatic conveyors are being used increasingly to transfer the processed material to containers. If the containers are sealed, the dust hazard is further reduced.

Other safety measures relating to the handling of chemicals deal with the washing of empty drums, delivery of material in paste form, built-in protective features in the design of new chemical plants, carboys, and the use of protective clothing.

In brickworks, much of the heavy work has now been eliminated by mechanical firing of kilns and by mechanization of the brick-making process. Mechanical assistance is used in loading lorries and packing the bricks to facilitate handling at construction sites.

In construction work, cement is more and more being delivered in bulk by road tankers that blow it into storage silos. Small conveyors take concrete from the mixing plant to the work place. Monorail transporters are being used on construction sites.

In civil engineering work, the Report refers to innovations such as the use of helicopters to assist in handling materials, the use of compressed air to remove excavated earth, and the use of a special tunneling shield fitted with a boring device to excavate the face of a tunnel.

Personal Protection of the Worker

The Chief Inspector states that the first step in dealing with industrial safety and health problems is to try to make the work itself safe. The use of protective equipment, although essential in certain circumstances, is the last line of defence.

The Report points out that 65 per cent of factory accidents are due to handling goods, use of hand tools, falling, being struck by falling articles, and stepping on or striking against articles. It is here that personal protective equipment can aid most in reducing accidents.

A high proportion of injuries occur to body extremities. In premises subject to the Factories Act there were nearly 74,700 injuries to the hands, wrists and arms, and 41,200 to the feet and ankles; about one quarter of these were due to handling goods.

More than 10 per cent of head and neck injuries were caused by falling bodies, mainly on construction work. Foreign bodies caused 3,800 eye injuries.

Burns accounted for 2,300 head injuries and another 2,300 injuries to the hands and wrists. The Report discusses a number of applications of personal protective equipment to reduce foot injuries and those due to electricity and fire.

Personal protection is also an important means of safeguarding the health of workers. For example, in processes where irritants or poisonous substances enter the working

atmosphere, respirators are often essential. Although the best protective measure is to reduce the hazard of the process itself, plant design, enclosure, and exhaust ventilation should be used to prevent toxic substances from entering the air of workrooms.

The Report deals also with the maintenance and use of personal protective equipment. It points out that equipment must be issued in good condition. The choice of suitable equipment is very important, and should be entrusted to a person having expert knowledge of the hazard and circumstances involved. Training in the use of certain types of equipment is essential, and regular drills should be held for rescue or emergency teams.

Complex equipment needs to be tested regularly, and a register should be maintained for this purpose. This is a statutory requirement for equipment used where dangerous fumes may be present.

It is important to ensure not only that protective equipment is available but also that it is used. Employees should be told of the hazards which make its use necessary. Where equipment must be provided under the Factories Act, workers are required to use it.

It is important, however, that equipment be as comfortable and attractive as possible, and that supervisors and management set a good example by wearing protective equipment in hazardous situations.

Annual Report on Industrial Health

The Annual Report of the Chief Inspector of Factories on Industrial Health for 1960 contains a review of the year; deals with industrial diseases, poisoning and gassing; and devotes a special chapter to health risks from the use of industrial solvents.

In his review of the events of the year, the Chief Inspector deals with legislation, the activities of the Industrial Health Advisory Committee, medical and chemical laboratories, beryllium, and testing of atmospheres.

With respect to legislation, Orders made during the year, arising from the Factories Act, 1959, were concerned with washing facilities, cleanliness of premises, and first aid. A revised draft of the non-ferrous foundries regulations was prepared. And work on the Unsealed Radioactive Substances Regulations continued (a preliminary draft was published in 1961).

The Industrial Health Advisory Committee was responsible for the publication of a booklet entitled *Health at Work*,

which describes 14 existing industrial medical schemes.

During 1960 the medical and chemical laboratories of the Inspectorate co-operated in a number of factory investigations. A good correlation was found between chemical and pathological findings. As a result, a number of serious hazards were discovered and recommendations made for their improvement. The Inspectorate considers this co-operative approach very promising and plans to concentrate future efforts in this direction.

The Report points out that there is now large-scale use of beryllium for atomic-energy purposes. Elaborate environmental and personal precautions essential in connection with its manufacture are discussed.

The Chemical Branch of the Inspectorate uses a "dormobile" to make quantitative estimations of impurities in industrial atmospheres. The Chief Inspector states that the measurement of contaminants in factory atmospheres has become increasingly necessary, particularly for the more toxic sub-

stances. He also mentions that a method is being devolved to make a better assessment of the amount of contaminant in air breathed. It is hoped that the findings may reveal the reason why a patient's medical history is not always closely related to the amount of contaminant measured.

Diseases and Poisons

The second chapter of the Report deals with case histories of poisoning by lead, mercury, arsenic, aniline substances and benzene (chronic poisoning) and other types of industrial poisoning; of compressed-air illness, anthrax, epitheliomatous and chrome ulceration, pneumoconiosis, and gas poisoning. A discussion of the activities of the pathological laboratory concerns the examination of employees whose work exposes them to the dangers of ionizing radiations, industrial solvents, lead, mercury and its compounds, and cadmium.

With respect to compressed-air illness, the Report gives information on the Dartford-Purfleet Road Tunnel project, where compressed-air work was completed after a period of nearly three years. A full-time medical officer, employed by the contractors during the whole of this period, was also the appointed doctor under the Work in Compressed Air Special Regulations, 1958. About 1,500 men were employed, with an average of about 300 at any one time.

Records show that 171,632 compressions were performed and that in only 773 cases was recompression for decompression sickness necessary. This gives a "decompression sickness rate" of 0.45 per cent.

The workmen were subjected to pressures up to 28 pounds per square inch. The medical officer found that there was a considerably greater risk of compressed-air illness when a workman's shift lasted more than four hours. There was no case of permanent disability due to compressed-air illness.

Industrial Solvents

The final chapter of the Report, concerning health risks from the use of industrial solvents, deals with: the classification of solvents, the effects of solvents, maximum permissible concentrations in factory atmospheres, physiological properties of solvents, prevention of ill effects from exposure, medical supervision of exposed personnel, and requirements of the Factories Act and regulations.

Solvents not only affect the lungs, the Report points out, but may also have a systemic effect. Moreover, they may be absorbed in ways other than inhalation, especially by way of the skin. A number of methods are suggested to avoid the dangers of solvents. The first of these should be to substitute a less dangerous solvent for a dangerous one. Alternatively, the process using the toxic solvent should be enclosed, if possible.

In some cases, it may be necessary to rely on adequate ventilation and atmospheric tests to ensure that the maximum permissible concentration of vapour is not exceeded. Special safeguards are necessary when entering a confined space where dangers from solvents may exist.

The Report sets out some of the advantages of medical supervision of personnel exposed, or liable to be exposed, to the toxic effects of solvents. In this way, persons particularly susceptible can be excluded by initial selection. Toxic effects can be detected early by periodic medical examinations, and workers affected should be transferred to other work before serious illness occurs. Emergencies can be dealt with immediately and properly by first aiders trained in methods of rescue and resuscitation.

Railway Board of Adjustment

(Continued from page 218)

with a good service record and the two trainmen having worked for the railway for 18 and 19 years.

The employees contended that the lengthy suspension, anxiety and uncertainty in the later years of their lives was adequate punishment.

The company contended that the violation of rules by these employees was without question, and justified their dismissal. The circumstances of their dismissal, the company further contended, did not warrant

favourable consideration of any application made on their behalf for reinstatement.

The parties to the dispute gave additional oral and written evidence before the Board.

The contention of the employees was not sustained.

The Board suggested, however, that the railways consider a further appeal from the employees in view of their length of service and past record.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Claimants at end of November 117,300 more than at end of previous month but almost 100,000 fewer than year earlier, statistics* show. Four out of five of new claimants were male, and some 15,000 were classed as seasonal benefit

Claimants† for unemployment insurance benefit totalled 386,00 on November 30; this represents an increase of 117,300 from the 268,700 recorded on October 31, but is almost 100,000 fewer than the 485,200 registered on November 30, 1960.

Of the new claimants in November, four out of five were males, whereas only about 65 per cent of persons on claim for more than four weeks were males.

Some 15,000 of the November 30 total were classified as seasonal benefit‡, about the same volume as last year.

Initial and renewal claims filed at local offices in November numbered 252,600, up 94,500 from the October total of 158,100 but almost 52,000 down from the 304,400 claims received during November 1960.

Slightly more than 70 per cent of the claims were initial, compared with 68 per cent last November and 61 per cent in October. The proportion of initial claims increases with the heavier volume of claims during the late fall and winter season.

The estimated average weekly number of beneficiaries was 209,800 for November, 173,300 for October, and 272,900 for November 1960.

Benefit payments totalled \$20.9 million during November, some 20 per cent above the \$17.1 million paid out in October. Payments during November last year amounted to \$26.6 million.

*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. During the seasonal benefit period, claims in process are classed as regular until the computation of their contribution credits indicates otherwise.

‡Payments under the seasonal benefit provisions of the Act cannot be made for any week of unemployment prior to November 26. However, claims processed after mid-November and failing the regular requirements are recomputed immediately under the seasonal benefit provisions and postdated to November 26.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

The average payment per week compensated was \$23.76 for November, compared with \$23.52 for October and \$23.19 for November 1960.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for November showed that insurance books or contribution cards were issued to 4,843,546 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1961.

At November 30, registered employers numbered 335,791, an increase of 1,286 since October 31.

Enforcement Statistics

During November, 11,095 investigations were conducted by enforcement officers across Canada. Of these, 7,333 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 204 were miscellaneous investigations. The remaining 3,558 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 288* cases, 43 against employers and 245 against claimants. Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 2,567.*

*These do not necessarily relate to the investigations conducted during this period.

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in November totalled \$29,684,645.04, compared with \$29,356,750.29 in October and \$29,214,672.56 in November 1960.

Benefits paid in November totalled \$20,938,332.74 compared with \$17,115,047.91 in October and \$26,583,609.14 in November 1960.

The balance in the Fund on November 30 was \$163,483,393.73; on October 31 it was \$154,737,081.07 and on November 30, 1960 it was \$331,703,558.88.

Decision of the Umpire under the Unemployment Insurance Act

Decision CUB 1906, December 4, 1961

Summary of the Main Facts:—The claimant, an electrician whose case has been selected to serve as a test case in respect of 35 other claimants, lost his employment with (Company A), North Vancouver, B.C., on January 18, 1961, under the following circumstances:

The employer and the Marine Workers and Boilermakers Industrial Union, Local 1, had a bargaining agreement that was to remain in effect until October 14, 1960. In mid-July 1960, negotiations for a new agreement were entered into between the two parties, but no settlement could be reached, and the matters in dispute, increased wages, etc., were referred to a provincial conciliation officer in the latter part of September 1960.

His recommendations were unsuccessful in bringing about an agreement between the employer and the Union, with the result that the Union called a strike, which became effective at 3.05 p.m., on January 18, 1961, and established picket lines at the employer's premises. Approximately 350 employees, all members of the Union, went on strike, thereby causing a complete cessation of the employer's operations.

Other employees, numbering about 200, who were members of various other unions employed at the premises and who were not in dispute with the employer at that time, continued on the job until the completion of the shift at 4.30 p.m., on the same day, January 18, 1961. On January 19, 1961, these employees refused or failed to cross the picket lines established by the striking union, to continue with the work that was available to them.

The representative claimant filed an initial application for benefit on January 19, 1961, and stated; "I left voluntarily in preference to crossing the picket lines. Capable and available, IBEW Local 213."

On January 23, 1961, the following information was obtained by way of a tele-

phone conversation that, it seems, the insurance officer had with the Commission's sub-office in North Vancouver, B.C.: "Picket lines have been established at (Company A) but, as far as is known, there has been no evidence of anyone's being prevented from going to work by reason of violence or intimidation on the part of the men on strike."

The insurance officer disqualified the claimant and suspended benefit from January 19, 1961, until the termination of the stoppage of work, on the ground that the claimant had lost his employment by reason of a stoppage of work attributable to a labour dispute at the premises at which he was employed (section 63 of the Act). In reaching this decision, the insurance officer held that, although the claimant was not a member of the striking union, his refusal to cross the picket line and continue with the work available to him made him a participant in the labour dispute.

(The record shows that, as the said work stoppage had terminated and a full resumption of work was considered to have taken place on February 13, 1961, the insurance officer terminated the disqualification on February 12, 1961).

The claimant appealed to a board of referees, which heard the case in Vancouver on March 28, 1961. The Board, by a unanimous decision, disallowed the appeal and confirmed the disqualification from January 19, 1961, to February 12, 1961. The decision reads:

Two claimants, Mr. X and Mr. Y, appeared personally, accompanied by Mr. Hogan, Assistant Business Manager, International Brotherhood of Electrical Workers, Local 213 . . .

Following the reading of the submission, Mr. Hogan, on behalf of the claimants, outlined in some detail the sequence of events which had led to the claimant's separation from employment. It is unnecessary to recapitulate this sequence. . .

Mr. Hogan, on behalf of his members, stated that he had instructed the members of his Union to remain at work that day and to report for work on the following morning. It is not entirely clear as to whether every member of his Union did report for work, but it is quite clear that Mr. X and Mr. Y did, and the Board is assuming that the other members named at the conclusion of this decision also remained at work and appeared at the plant on the following morning.

It has been established that the picket line comprised approximately 100 men. Mr. B, the employer's representative, who sat in at the hearing, corroborated this statement.

Mr. Hogan stated that although he was not actually a spokesman for it, he was a member of and aware of the existence of a committee representing the Metal Trades Council which had been set up to negotiate with the Boilermakers Union with a view to finding a solution to the problem which was preventing his men from going to work and for the purpose of having the picket line withdrawn, insofar as his men were concerned.

A question was addressed by the Board to Mr. X as to whether he had made any attempt to cross the picket line and his reply was in effect "that he did not wish to become a hero."

The accumulation of evidence clearly substantiates that the claimants lost their employment as the result of a stoppage of work arising from a labour dispute and their defence for failure to cross the picket line is based upon their fear of physical violence, and in support of their attitude they have quoted CUB 1386.

It was pointed out by the Board to the union representative that in reaching a decision the Board must necessarily be guided by more than one Umpire's decision and must take into account the principle involved and, as far as may be, the relevant details.

In CUB 1386 there is evidence of a jurisdictional dispute. In the case before us there is no such dispute. The difference of approach as between the respective unions is based upon the fact that in the case of the Metal Trades Council an agreement had been or was in the process of being reached whereas the Boilermakers union had not reached an agreement and had called a strike.

We have carefully weighed several Umpire's decisions which seem to us to be relevant to the situation with which we are faced. The general trend of these decisions by the Umpire seems to us to indicate an attitude on his part that there must be conclusive evidence of a threat of physical violence rather than a fear of it. He has stated, among other things, in CUB 1019 that "A worker has a legal right to cross a picket line if he so desires and this right is protected under Section 501 of the Criminal Code which provides that 'everyone is guilty of an offence . . . who, wrongfully and without lawful authority, with a view to compel any other person to abstain from doing anything which he has a lawful right to do, . . . (a) uses violence to such other person, or to his wife or children, or injures his property; or (b) intimidates such other person, or his wife or children by threats of using violence to him, her or any of them or of injuring his property . . .'"

While the Board is naturally sympathetic to an attitude of mind produced by the psychology of fear, it does not seem to us that the claimants have established, as the Umpire has suggested they must do in such circumstances, that there was a sufficient overt action on the part of the picket line as to justify a

claimant not attempting to cross that line and in the absence of such conclusive evidence, the Board is of the opinion that the claimants lost their employment as the result of a stoppage of work arising from a labour dispute within the meaning of section 63 of the Unemployment Insurance Act and by their refusal to attempt to cross the picket line established by the Boilermakers Union, became in effect, participants in the strike itself . . .

The International Brotherhood of Electrical Workers, Local Union 213, of which the claimant is a member, appealed to the Umpire on May 1, 1961. The appeal was based on the Umpire's decision CUB 1386 "fear of physical violence and/or reprisals."

The United Brotherhood of Carpenters and Joiners of America, Local 506, and the International Association of Machinists, Lodge 692, submitted the following statement of representations and observations for consideration by the Umpire, which they wished to be added to the statements made by the International Brotherhood of Electrical Workers:

1. That these three Locals, negotiating through the Metal Trades' Council, had already satisfactorily negotiated a three-year agreement for their members with [Company A], only to be interrupted in the final stages by this strike.

2. That the spokesmen for these Unions made a definite and strong plea to the striking Marine Workers Union to end the called strike, and requested that they come to a settlement, as we disapproved of their picket line.

3. That we had instructed our members to report for work on the morning of the strike, and on the following days to come. However, they were confronted with a picket line of well over 100 strong, and through previous experiences of violence by this picketing Union, and their tactics used, fear of physical violence and/or reprisals on which our whole appeal is based (see CUB 1386) took effect . . .

Considerations and Conclusions:—In my opinion, which I consider to be in conformity with the jurisprudence established by the Umpire in many decisions dealing with Labour disputes, a claimant's refusal to cross a picket line constitutes *prima facie* evidence that he is "participating" in a labour dispute within the meaning of that word in section 63(2) of the Act, and this presumption prevails unless and until it is shown that the refusal does not constitute a voluntary withdrawal of labour. The question of whether the refusal amounts to a voluntary withdrawal of labour is, as stated by the Umpire in decision CUB 1386, "entirely one of fact." Each case must be judged on its own merit and the proof, as in all cases where self-interest is involved, should be carefully scrutinized.

In the present case, the record shows that a spokesman for the claimants' unions made "a definite and strong plea" to the

striking union "to end the called strike" and that, when the claimants, in accordance with their unions' instructions "to report on the morning of the strike and on the following days to come," arrived at their place of employment on the morning of January 19, 1961, the day after the strike went into effect, they were confronted with a picket line "of well over 100 strong." In view of "previous experiences of violence by this picketing Union and their tactics used," the claimants did not attempt to cross the picket line because of "fear of violence and/or reprisals."

Based on the above evidence, the board of referees were unanimous in reaching the conclusion that, as there was no proof of "a sufficient overt action" of violence on the part of the picket line, the claimants, "by their refusal to attempt to cross the picket line . . . became, in effect, participants in the strike itself," that is, in the labour dispute in question.

I agree with the board's conclusion that the claimants became participants in the labour dispute, but my reasons for reaching the same conclusion extend beyond those on which the said board based its finding. In fact, I cannot concur with the board's unqualified intimation that, had the claimants in this case adduced conclusive evidence of "a sufficient overt action" of violence rather than a fear of it, they would not have become participants in the dispute. The established jurisprudence is to the effect that in cases where there is evidence of violence, claimants may be justified in pausing one day or so, depending upon the circumstances, before venturing across a picket line. However, in order to prove that they have not become participants, they must show that they have, without undue delay, taken all the available and reasonable means of removing the cause which prevents them from continuing to work. As the Umpire said in decision CUB 1532:

. . . Illegal picketing must be considered day by day, it may be illegal on one day and peaceful the next. To be entitled to unemployment insurance benefit, a claimant must, where necessary, take remedial action as often as the circumstances require. He should at least for example . . . have recourse to his union to urge effective remedial measures and if necessary to his employer and . . . ultimate recourse, as has sometimes been had, to police protection and legal proceedings.

Not infrequently when dealing with the question of picketing, an allegation of fear of reprisals is added, as in the present case, to that of fear of violence, but "fear of reprisals" and "fear of violence" are not

synonymous. In my opinion, "fear of reprisals" is not an adequate substitute for "fear of immediate violence."

Fear of reprisals, or retaliation as it is often called, connotes a fear of subsequent consequences that might be suffered by the claimant or other members of his family because the former crossed a picket line. It may be a fear of reprisal of a "physically violent nature" (CUB 1019) or not.

In connection with cases where the alleged fear of reprisal is not of physical violence, i.e., a worker's fear of never being able to obtain work in his trade, the danger of being looked upon with contempt, called a "scab" and treated as such, etc., the Umpire said in decision CUB 1532: ". . . I consider that this type of threat is too remote and inadequate to support an allegation of fear of violence." And in CUB 981: ". . . If such a risk actually existed (the risk or fear of never being able to obtain work in his trade), it is one which the law cannot recognize as justification for relief from disqualification precisely because it stems from the free election made by the workers to associate themselves in a common cause for the betterment of their working conditions and economic needs."

In connection with the cases where there is no evidence of immediate violence, but only an allegation of fear of reprisals of a "physically violent nature," the Umpire stated in decision CUB 1019:

It may happen in exceptional circumstances that a claimant succeeds in establishing that he has completely disassociated himself from the dispute, has made a serious attempt to work and was compelled to withdraw his labour on account of a reasonable and *bona fide* fear of reprisals of a physically violent nature.

. . . It might be understandable that in isolated cases an individual, or a small group of workers having different ideologies or interests to those of a larger group, may fear reprisals of violence if he or it were to take a step which would tend to jeopardize the interests of the majority . . .

And the Umpire said in CUB 1532:

There are no hard and fast rules which can be laid down in determining when there exists justification for a genuine fear of violence. Such determination depends in part on the temperament of those concerned and on a multitude of circumstances, the importance of which must be weighed in the light of the characteristics of each case.

Also in decision CUB 1019:

Under section 41 (now 63), unemployment insurance benefits are to be granted not indiscriminately to a mass of workers but only to those who are selected one by one and found to possess the necessary qualifications for entitlement thereto.

As I have said, it is a well-recognized legal principle that self-serving declarations should be carefully scrutinized, and this is particularly true when a declaration of fear, which would serve as a means to obtain unemployment insurance benefit, is made on behalf of a group of organized workers. It is common knowledge that unions, as it is not only their privilege but also their right to do, respect each other's picket lines in accordance with the rules of their constitutions or as evidence of loyalty to the labour movement, but unemployment insurance benefit is not payable under such circumstances.

Peaceful picketing is recognized by law and I have no hesitation to state that I have no quarrel with the workers who participate in legal picketing. Nor do I disapprove of those who, because of their union convictions or engagements, choose to respect a peaceful picket line. Like one of my predecessors, I quite agree that "if one chooses to associate himself with others in the pursuance of common and legitimate interests, he should act in accordance with the principles of his association" (CUB 918).

However, it is a well-known fact that picket lines are not always peaceful and that, as a general rule, the presence of a picket line constitutes, at least under provocation, a risk of immediate trouble and a possibility of immediate violence. Hence, as has occurred, in effect, in the present case, the reason usually put forward by claimants or union representatives on their behalf is that, as there is an inherent risk of violence in attempting to cross a picket line, respect thereof should not bring about a disqualification under section 63 of the Act on the ground of voluntary withdrawal of labour and, consequently, because of participation in a labour dispute.

In that respect, the Umpire had this to say in decision CUB 1019:

Although the presence of a picket line constitutes a possibility of violence, the Umpire, as well as the other adjudicating authorities under the Act, cannot assume that, normally, picketing will result in violence. Picketing, when conducted in an orderly manner, is permitted by the law. To assume that normally it would bring violence is, in effect, tantamount to saying that the Legislator sanctions violence and disturbance of the peace.

A worker has a legal right to cross a picket line if he so desires and this right is protected under section 501 of the Criminal Code . . .

There is a well-known legal maxim which says that "no one should be heard to set up his own wrong doing" and I cannot help but feel that organized labour places itself in that position when it argues, as it did in this case, that there is an inherent risk of violence in picketing and, therefore, respect of a picket

line should not be taken as ground for disqualification under section 41 (now 63) of the Act.

And in decision CUB 1109, the Umpire said:

The evidence which is now before me shows that the picketing of the employer's premises was conducted in a peaceful and orderly manner and that there were no real threats of violence. It also shows that none of the employees who were not directly involved in the strike made a serious and honest attempt to cross the picket line on February 17th, 1954, nor thereafter.

If these employees were really interested in exercising their undeniable right to work, they would have tried to convince the picketers to allow them to cross the line, and then, upon being refused and/or threatened with violence should they force their way across, they could have called the local police to protect the exercising of their right.

In this connection, it was contended by the representative of the Council that the presence of police officers very often provokes violence. It should not be so. On the contrary, because they represent law and order, their presence should normally be a guarantee that the safety of the workers will not be imperilled. To assume otherwise would, as I said in decision CUB 1019, be "tantamount to saying that the Legislator sanctions violence and disturbance of the peace."

From the foregoing it can be seen that, in the absence of any proof of acts or threats of violence, a claimant may not, except in isolated cases and in exceptional circumstances, be heard to say that his refusal to cross a picket line because of a fear of violence is not a voluntary withdrawal of his labour. The reason for this is that it is voluntarily that such claimant decides or that his union with his expressed or implied consent decides for him not to have recourse to the available legal means of protecting the exercise of his undeniable right to cross the picket line notwithstanding any strike.

The present case is one in which no proof of acts or threats of violence or of reprisals of any kind has been adduced, nor is there any evidence that there were exceptional circumstances connected with the case of any one of the claimants involved in this appeal. Furthermore, no evidence has been adduced that recourse was had by the claimants or by their unions on their behalf to all the available legal means of protecting the exercise of their undeniable right to cross the picket line notwithstanding the strike, on January 19, 1961 and thereafter.

For the above reasons, I consider that the claimants must be said to have voluntarily withdrawn their labour and as a consequence became participants in the labour dispute in question.

I therefore dismiss the Union's appeal.

NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operations of the National Employment Service

Vacancies reported in December up 14.7 per cent and placements effected up 12.8 per cent over totals for same month in 1960. Total of vacancies reported in 1961 higher than 1960 total by 15.7 per cent; of placements, by 17 per cent

During December 1961, some 99,400 vacancies were notified by employers to local offices of the National Employment Service. This number represented an increase of 14.7 per cent over the same month in 1960.

Vacancies for women, totalling 36,400, increased by 21.1 per cent, considerably higher than the 11.2-per-cent increase in male vacancies.

During 1961 as a whole, some 1,306,000 vacancies were notified, a cumulative increase of 15.7 per cent over 1960, and a higher total than in any year since 1956.

Placements effected during December 1961 amounted to 96,500, an increase of 12.8 per cent over the corresponding month in 1960, and the highest number of placements for any December since 1944.

Placement effected through the National Employment Service during 1961 numbered 1,119,855. This total exceeds that in any previous year since 1945, when wartime conditions prevailed.

Placements in 1961 were in advance of those in 1960 by some 17 per cent. All regions of the National Employment Service shared in the increase. Percentage increases were as follows:

Atlantic	8.9
Quebec	20.6
Ontario	24.5
Prairie	6.7
Pacific	12.5

Placements of men in 1961 totalled some 748,800, an increase of 16.7 per cent over 1960, and placements of women, numbering some 371,100, were 17.3 per cent higher than during the previous year. Of the total placements, some 53,000 involved the transfer of workers to other areas.

Total placements during the six-year period 1956-61 were as follows:

1956	1,046,979
1957	877,704
1958	840,129
1959	986,073
1960	958,300
1961	1,119,855

This increase in placements in 1961 was related to improvement in employment opportunities since the beginning of the year and to intensified activity on the part of the National Employment offices.

In a changing economy where automation and mechanization are creating new types of jobs and eliminating old ones, each youth must be suitably educated, trained, and motivated to develop his maximum level of skill, the President's Committee on Youth Employment has said in its first report.

"Employers, unions, and schools must co-operate in developing training programs of a type and to a degree hitherto unknown," it added.

The Committee, of which U.S. Secretary of Labor Arthur Goldberg is chairman, was established by President Kennedy in November (L.G., Jan., p. 3).

At its January meeting the Committee heard reports from members of the U.S. Cabinet and from the President's chief economic adviser.

U.S. Secretary of Agriculture Orville Freeman urged the Committee to consider programs for employing young people in the development of recreational areas, including park, recreational, and watershed developments near metropolitan centres.

Secretary of Commerce Luther Hodges told the Committee that more rapid economic growth depends fundamentally on capital investment, but that a properly trained work force is also important.

Dr. Walter Heller, Chairman of the President's Council of Economic Advisers, pointed out that the addition of more labour and capital to industrial plant will not by itself hasten the rate of economic growth. New workers must also have the education and training needs.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during December Works of Construction, Remodelling, Repair or Demolition

During December the Department of Labour prepared 176 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 132 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition 114 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Departments of Defence Production, Northern Affairs and National Resources and Public Works.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in December for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.	1	\$ 142,985.00
Defence Production	154	3,104,971.00
Post Office	7	101,188.00
Royal Canadian Mounted Police	6	156,045.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate, but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during December

During December the sum of \$9,558.89 was collected from 10 contractors for wage arrears due their employees as a result of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 141 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during December

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Atomic Energy of Canada Limited

Chalk River Ont: Jos La Plume Ltd, insulation, plaster & stucco work—extension to library, Bldg 432. *Whiteshell Man:* Nelson River Construction Ltd, construction of water supply & sewage systems, Stage 1, Nuclear Research Establishment; Canadian Comstock Co Ltd, erection of temporary power supply, Stage 1, Nuclear Research Establishment; Brodsky Construction Ltd, construction of camp access road & parking lot, Stage 1, Nuclear Research Establishment.

Central Mortgage and Housing Corporation

Greenwood N S: Conniston Construction Co, site improvements & planting for 300 housing units (DND 10/59). *Sarnia Ont:* Western Ontario Landscaping Ltd, site improvements & planting for 120 housing units (FP 2/58). *Pinawa Man:* Borger Bros Ltd, construction of ground services & roads (AECL 12/61). *Shilo Man:* Drake Construction Co Ltd, construction of 198 housing units & ground services (DND 4/61).

In addition, the Corporation awarded three contracts containing the General Fair Wages Clause.

Department of Citizenship and Immigration

Sioux Lookout Indian Agency Ont: Paul G Wallin Ltd, construction of school, staff residence & power plant, Osnaburgh IR (Dog Hole Bay); Hakala Construction, revisions to Sioux Lookout IRS. *Portage la Prairie Indian Agency Man:* R E Turner, addition to school, Brandon IRS. *The Pas Indian Agency Man:* Western Petroleum Construction Co Ltd, installation of oil storage tanks, Pukatawagan IDS. *Qu'Appelle Indian Agency Sask:* Hahn Construction, installation of dishwashing unit & food service counter, Qu'Appelle IRS.

Defence Construction (1951) Limited

St John's & Area Nfld: Colonial Construction Co Ltd, warning siren installations. *Chatham N B:* Coronet Paving Ltd, construction of runway & access taxiways, RCAF Station. *Shilo Man:* Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, renovations to electrical distribution system, Camp. *Matsqui B C:* Western Electric Construction Co Ltd, replacement of remote control cable, Naval Radio Station. *Various locations:* seven contracts in the restricted category.

In addition, Defence Construction (1951) Limited awarded three contracts containing the General Fair Wages Clause.

Building and Maintenance

Kingston Ont: T A Andre & Sons Ltd, installation of storm sewer & rebuilding portion of MacKenzie Ave, RMC; Cara Development Corp Ltd, construction of access road & parking lot, RMC. *North Bay Ont:* Sterling Construction Co Ltd, construction of GCA bldg, RCAF Station. *Ottawa Ont:* Shore & Horwitz Construction Co Ltd, replacement of windows, Wallis House. *Trenton Ont:* C H Burton Roofing & Sheet Metal, reroofing of seven bldgs, RCAF Station.

Department of Defence Production

Charlottetown P E I: Douglas Bros & Jones Ltd, water service main repairs, Armoury. *Bedford N S:* Howard Brunt, repairs to perimeter lighting system, Bedford Magazine. *Cornwallis N S:* Kenney Construction Co Ltd, revisions to induced draft fan platform, central heating plant, HMCS Cornwallis. *Halifax N S:* J Colin Dunn & Sons Ltd, supply & installation of replacement heating coils & ventilation system, S-1, Officers' Quarters, HMCS Stadacona. *Sydney N S:* Chappell's Ltd, renewal of roof shingles, Bldg 12-3, Point Edward Naval Base; Chappell's Ltd, renewal of roof shingles, Bldg 12-2, Point Edward Naval Base; Chappell's Ltd, renewal of roof shingles, Bldg 12-1, Point Edward Naval Base. *Camp Gagetown N B:* Weyman Construction Co Ltd, erection of hangar. *Coldbrook N B:* E S Stephenson & Co Ltd, installation & connection of two boilers to steam header, RCME Workshop. *McGivney N B:* Duramastic Asphalt Ltd, construction of spark proof floors, Camp. *Valcartier Que:* Quebec Intercom Inc, installation of community antenna system, Camp. *Hagersville Ont:* Schreiber Bros Ltd, replacement of roof, hangar No 4, Military Camp. *London Ont:* Len J McCarthy, interior painting of PMQs, Oxford & Highbury Aves. *Napanee Ont:* Vine's Electric & Plumbing, renovation of washrooms, Armoury. *Oakville Ont:* King Paving Co Ltd, extension of parking lot, Ortona Barracks. *Petawawa Ont:* Peter E Sylvestre & Sons Ltd, installation of monorail system & two double doors. *Shilo Man:* W & G Ellwood, renovations to mess halls, Military Camp. *Belmont Park B C:* Hartmann & Guelich, interior painting of residences in married quarters; Hartmann & Guelich, interior painting of residences in married quarters. *Esquimalt B C:* Capital City Roofing & Floor Co, re-laying of floors, Bldg No 11, HMCS Venture; Parfitt Construction Co Ltd, enlargement of cryptographic office, Bldg No 77, HMC Dockyard.

In addition, this Department awarded 54 contracts containing the General Fair Wages Clause.

Department of Justice

Joyceville Ont: James Kemp Construction Co, construction of farm camp type "A" Bldg No. 51, Joyceville Institution.

National Harbours Board

Montreal Que: Foresteel Products Ltd, installation of partial dust control system, Elevator No 3; Industrial Maintenance Ltd, replacement of sheeting & ventilation mechanism, Elevator No 1. *Vancouver B C:* Northland Machinery Supply Co Ltd, installation of partial dust control system, Elevator No. 2.

Department of Northern Affairs and National Resources

Fundy National Park N B: M D Chown & Sons, construction of laundry bldg, Point Wolfe Campground.

In addition, this Department awarded three contracts containing the General Fair Wages Clause.

Projects Assisted by Federal Loan or Grant

Borden PEI: Gifco Ltd, installation of sewer outfall; Morrison & McRae Ltd, installation of sewer pipe. *Drumheller Alta:* McLean Service & Construction Ltd, laying sanitary sewer gravity main, sewer force main & construction of sewage lift station, sewage lagoon & overflow structures.

Department of Public Works

L'Anse au Clair (Labr) Nfld: Pelley Enterprises Ltd, wharf extension. *St John's Nfld:* J J Hussey Ltd, construction of sheds. *Lawrencetown N S:* Frank Comeau, construction of post office bldg. *North Sydney N S:* Maritime Builders Ltd, construction of extension to

federal bldg. *Yarmouth Bar N S*: Trask & Shaw Ltd, retaining wall repairs. *Barachois de Malbaie Que*: Chandler Construction Ltd, construction of landing extension. *Blackpool Que*: J J Shea Ltd, masonry & general repairs & construction of retaining wall, Customs & Immigration & Agriculture Bldgs. *Contrecoeur Que*: Les Entreprises Jean R Denoncourt Enrg, construction of retaining wall (Project No 1); Les Entreprises Jean R Denoncourt Enrg, construction of retaining wall (Project 3). *Desbiens Que*: Raymond Lebel, construction of post office bldg. *Fassett Que*: N Sani Co Ltd, wharf alterations. *Matane Que*: Tracy Construction Inc, harbour improvements (ferry terminal). *Matapedia Que*: C A Norton, construction of post office bldg. *Papineauville Que*: Hector Bourgeois, raising of wharf. *Pointe au Pic Que*: Jean Claude Tremblay, construction of protection works. *Pointe du Lac Que*: Anatole Proulx, repairs & protection works. *Quyong Que*: Russel Judd, construction of post office bldg. *St Denis sur Richelieu Que*: Armand Sicotte & Fils, construction of retaining wall. *St Ignace de Loyola Que*: Welco Construction Inc, repairs to protection works. *Arnprior Ont*: J C McManus, application of vinyl tile & linoleum, bldgs Nos 2, 4 & 5, Civil Defence College. *Caledon East Ont*: Gorsline Construction Ltd, construction of post office bldg. *Delaware Ont*: Tripod Construction Ltd, construction of post office bldg. *Dublin Ont*: Looby Construction Ltd, construction of post office bldg. *Etobicoke Ont*: Purton Construction Co Ltd, construction of post office bldg. *Kingston Ont*: Friendship Construction Co Ltd, canteen installation, federal bldg. *Ottawa Ont*: Beaudoin Construction Ltd, alterations to windows, Centre Block, Parliament Bldgs; Able Construction Co Ltd, alterations & installation of laboratory fittings, K W Neatby Bldg, CEF; Leslie Stratford Cut-Stone & Construction Co Ltd, alterations to Finance bldg for Computer Centre, Tunney's Pasture; D Decarie, partial redecoration, RCMP Headquarters Bldg; Beaudoin Construction Ltd, general alterations to Regent Bldg; Beaudoin Construction Ltd, stucco repairs to exterior, Mortimer Bldg. *Scarborough Ont*: Starnino Construction Ltd, construction of seismograph vault. *Thessalon Ont*: Albert Haigh, wharf repairs. *Eriksdale Man*: C T Loewen & Sons (1957) Ltd, construction of post office bldg. *McCreary Man*: Nils Anderson Construction Co, construction of post office bldg. *Plum Coulee Man*: Henry J Martens, construction of post office bldg. *St Claude Man*: C T Loewen & Son (1957) Ltd, construction of post office bldg. *Watrous Sask*: Riendeau Construction Ltd, construction of RCMP detachment quarters. *Wawanesa Man*: Riesmeyer-Vansanten, construction of post office bldg. *Winnipeg Man*: Peter Boorberg Construction Enterprises Ltd, moving of insectory bldgs, University of Manitoba Campus; Western Tools & Industries (1960) Ltd, alterations to metal partitioning, general post office bldg, 266 Graham Ave. *Kyle Sask*: Knutson Construction Co Ltd, construction of post office bldg. *Morse Sask*: Swertz Bros Construction Ltd, construction of RCMP detachment quarters. *Moss Bank Sask*: Jacobs Construction, construction of post office bldg. *Naicam Sask*: Watson Construction Ltd, construction of post office bldg. *Norquay Sask*: Wm Slowski, construction of post office bldg. *Raddisson Sask*: C W Hill Construction Ltd, construction of post office bldg. *Southey Sask*: Fordon Construction, construction of post office bldg. *Banff Natinal Park Alta*: Mamezasz Bridge Construction, grading, base course & overpass structure, Eisenhower Interchange. *Breton Alta*: Watson (Tofield) Ltd, construction of post office bldg. *Calgary Alta*: Bird Construction Co Ltd, alterations to three floors, federal public bldg. *Donalda Alta*: R V Coombs Construction Ltd, construction of post office bldg. *Elk Point Alta*: Watson (Tofield) Ltd, construction of post office bldg. *Hines Creek Alta*: R V Coombs Construction Ltd, construction of post office bldg. *Lesser Slave Lake Agency Alta*: Van Vliet Construction Co Ltd, construction of school, Jossard IRS. *Onoway Alta*: McLeod Mercantile Ltd, construction of post office bldg. *Ryley Alta*: C Burrows Construction Ltd, construction of post office bldg. *Harrison Hot Springs B C*: Frank P Moberg, construction of post office bldg. *Matsqui B C*: Erskine Construction, construction of post office bldg. *Midway B C*: W Wlasoff, construction of customs residence. *Terrace B C*: Nor-Pine Construction Co Ltd, addition to federal bldg.

In addition, this Department awarded 51 contracts containing the General Fair Wages Clause.

The St. Lawrence Seaway Authority

St Catharines Ont: C H Heist (Canada) Ltd, painting of lock gates, Welland Canal.

Department of Transport

Gander Nfld: Power Installations (Sarnia) Ltd, installation of transmissometer & daylight ceilometer & power supply to ILS & radar facilities. *Dorval Que*: Bedard-Girard Ltd, installation of additional lighting facilities, Montreal International Airport. *Ville LaSalle*

Que: Desco General Construction Inc, construction of extension to Hydraulic Models Bldg & related work. *Lindsay Ont:* L Van Dyk Construction Ltd, construction of watchhouse at Lindsay Lock, Trent Canal. *North Bay Ont:* Sterling Construction Co Ltd, construction of air terminal bldg, combined maintenance garage, air services bldg & related work. *Sault Ste Marie Ont:* George Stone & Sons Ltd, construction of remote receiver bldg, remote transmitter bldg & related work. *Windsor Ont:* Mac J Brian Ltd, installation of air conditioning system in control tower, Terminal Bldg, Airport. *Winnipeg Man:* Malcom Construction Co Ltd, construction of remote transmitter bldg. *Saskatoon Sask:* Steel Structures (Western) Ltd, supply & erection of prefabricated metal storage bldg, Airport. *Prince George B C:* Burns & Dutton Concrete & Construction Co Ltd, construction of ILS bldgs & drainage improvements. *Victoria B C:* Heath Construction, construction of non-directional beacon bldg & related work, Victoria International Airport; Dawson, Wade & Co Ltd, extension to runway, Victoria International Airport.



—Federal Photos, Montreal

Interesting Agreement—Late in 1961, the Queen Elizabeth Hotel, Montreal, and Local 382, Hotel and Restaurant Employees' and Bartenders' International Union, by mutual consent, set aside an existing agreement with a full year yet to run and signed a new three-year agreement (L.G., Nov. 1961, p. 1127). The signing took place, after a company-union luncheon, in the presence of several hundred hotel employees. Shown at the signing are (seated, left to right): Henri St. Jacques, Local 382 Secretary-Treasurer; J. W. Lebeau, International Vice-President, International Brotherhood of Firemen and Oilers; Armand Marion, Local 382 President; Roméo Tardiff, representative, Laundry Workers' International Union. Standing (from left): Ralph Townsend, representative, Firemen and Oilers; Donald M. Munford, General Manager, Queen Elizabeth Hotel; Gaston Ramat, representative, Hotel and Restaurant Employees, A. R. Johnstone, International Vice-President, Hotel and Restaurant Employees' Union.

Former Officer of Department, R. M. Cram Died in January

R. M. Cram, highly respected officer of the Department of Labour for many years and former Assistant Director of the Economics and Research Branch, died on January 7 at the age of 72.

After serving for several years, first with the old Department of Marine and Fisheries and later with the old Department of the Interior (Topographical Survey), Mr. Cram came to the Department of Labour. Here he served under ten Ministers, from Senator Gideon Robertson, during that Minister's first term of office, to Milton F. Gregg, who was Minister at the time of Mr. Cram's retirement in 1955 after 35 years as a civil servant.

During the period of Mr. Cram's service with the Department of Labour, his work as a labour statistician brought him into close contact with the development of the labour movement in Canada, and he stood high in the regard of leaders in both labour and management.

Half of Canadian Workers Report No Sickness during Survey Year

About 50 per cent of the gainfully employed persons in Canada were without any disability period—time away from work because of sickness—during a one-year survey period.

About 50 per cent of those who reported disability stayed away from their usual activities from one to seven days.

These were two of the findings of the Canadian Sickness Survey, the first nationwide study of illness in the general population of Canada, carried out during a 12-month period starting in the autumn of 1950, and are reported in *Disability among the Gainfully Employed*, a recent DBS publication. The main findings were published earlier in *Illness and Health Care in Canada* and in 11 bulletins constituting DBS Reference Paper No. 51.

In the survey, a disability period was taken as a series of 1 to 365 consecutive days throughout which time a person was reported as continuously away from his usual activity or occupation.

The survey was initiated by the Department of National Health and Welfare, and conducted by the 10 provincial health departments with federal funds made available to the provinces through the National

Health Program. The DBS and Department of National Health and Welfare jointly planned and organized the survey, in consultation with the provinces.

The gainfully employed, for purposes of the survey, included persons who pursued an occupation to earn money or assisted in the operation of a farm or business, also persons usually employed but not working at the time of the survey. Excluded, however, were children of 14 or over working at home on general household duties or at other odd jobs, also women homemakers in their homes and not drawing salaries or wages.

Details of findings: the gainfully employed registered disability rates for each group ranging from 40.4-50.6 per cent for male employees, and from 52.6-57.8 per cent for female employees. This compared with 48.5-52.8 per cent for all men and from 51.3-59.6 per cent for all women in the Canadian population.

The average number of disability days per person, under the age groups tabulated—15-24 years was the lowest group, 65 and over the highest—was in each case lower among the gainfully employed than in the total population.

For both sexes of all ages, in the total population, there were 12 such days per person compared with only 8 days among the gainfully employed. In the total male population of all ages and among the gainfully employed, the respective figures were 12 and 9, and among the total female population of all ages compared with those employed, 12 and 8.

In general, short-term disability (i.e., up to 30 days) was higher for women, and long-term disability was higher for men. For the whole of Canada, disability rates were slightly higher in non-metropolitan areas than in metropolitan ones.

The cross-classification of industries by region and area showed the highest disability rate for employees of the Quebec non-metropolitan area manufacturing industry, where disability periods were registered by 65 per cent of the gainfully employed. The lowest rate was shown for Ontario metropolitan manufacturing industries, where 38.5 per cent of persons so employed reported disabilities.

Additional information is given in the 11 tables in the report, which is available from the Dominion Bureau of Statistics, Ottawa, or from the Queen's Printer, Ottawa, at 50 cents per copy.

24 University Presidents Endorse Equal Pay for Women on Faculty

Equal opportunity for women faculty members with regard to pay, status, and work-load has been subscribed to by 24 Canadian university presidents who replied to an inquiry by the Council of the Canadian Association of University Teachers.

The university presidents were asked to comment on a Council resolution stating that, in line with the principle of equal pay for work of equal value, there should be no

discrimination based upon sex among faculty members at Canadian universities with regard to pay, status or work-load.

At a meeting of the C.A.U.T. Council, it had been alleged that discrimination against women academic staff members existed at Canadian universities, not only in initial appointments but also in matters of promotion, status, research opportunities, and nature and weight of work-loads. The questionnaire to Canadian university presidents was the result.

In Parliament Last Month

(page numbers refer to Hansard)

The fifth session of the Twenty-fourth Parliament opened on January 18 (p.1). In January in the House of Commons:

The re-appointment of R. D. Thrasher, Q.C., (Essex South) as Parliamentary Secretary to the Minister of Labour was announced (p. 5).

New immigration regulations effective February 1 were tabled January 19 by the Minister of Citizenship and Immigration, who pointed out that the most important new provision "lays primary stress on education, training and skills as the main condition of admissibility regardless of the country of origin of the applicant" (p. 9).

The following bills were introduced and given first reading:

—Bills C-5 and C-11, to amend the Industrial Relations and Disputes Investigation Act, the first bill to revise mediation and conciliation processes and the second to make the Act apply to the Civil Service of Canada, except for the provisions relating to strikes and lockouts (p. 29).

—Bill C-29, to amend the Canada Fair Employment Practices Act to prohibit discrimination on account of age (p. 23).

—Bill C-38, to provide for the reporting of financial and other statistics relating to the affairs of corporations and labour unions operating in Canada (p. 34).

—Bill C-39, to amend the Merchant Seamen Compensation Act to allow an orphan living at the home of his guardian or foster parent to be eligible for benefits (p. 34).

—Bill C-42, to provide minimum wages for employees (p. 77).

The second volume of the report of the Royal Commission on transportation was tabled on January 23 (p. 77).

The Prime Minister announced that old age pensions will be increased by \$10 a month, and the federal Government's con-

tribution toward the cost of old age assistance and pensions to blind and disabled persons will be increased proportionately (p. 82).

During the debate on the Speech from the Throne, F. J. Bigg (Athabasca) said on January 25 that the secret ballot, the centering of control in Canada of unions operating in this country, prohibition against compelling non-members to pay union dues, auditing of union accounts, and the exclusion from union office of persons with certain criminal records should be secured by a labour code or other legislation (p. 175).

On January 25 the House defeated a non-confidence motion made three days earlier by the Leader of the Opposition (p. 57). Two days earlier it defeated a sub-amendment that had been proposed by Hazen Argue (p. 95). The vote on the first motion was 144-142 (p. 228) and on the second, 155-49 (p. 138).

The first motion said the Government did not deserve the confidence of the House because of its "continuing failure to bring forward policies to deal with the real problems confronting this country." The sub-amendment added these words: "including the failure to promote the planned development of our resources, sound monetary, fiscal, investment and trade policies which will develop our economy so as to provide:

1. expanding export markets for agricultural and industrial production;
2. full employment;
3. and, in co-operation with the provinces, a prepaid medical care program for all Canadians.

Debate was begun on the last day of the month on two items of supplementary estimates covering the "Do It Now" campaign and additional payments under the Municipal Winter Works Incentive Program (p. 404).

PRICES AND THE COST OF LIVING

Consumer Price Index, January 1962

The consumer price index (1949=100) declined 0.1 per cent between the beginning of December 1961 and the beginning of January 1962, moving from 129.8 to 129.7*.

Decreases in the clothing and transportation indexes more than offset increases in the food, housing, and recreation and reading indexes; health and personal care, and tobacco and alcohol indexes were unchanged.

The food index rose 0.2 per cent to 124.8 from 124.5 as a result of higher prices for beef, fresh pork, chicken, bread, coffee, oranges and a number of fresh vegetables, particularly cabbage. Lower prices were reported for eggs, cured pork, turkey, grapefruit, bananas, powdered skim milk, orange juice, tomatoes, celery and lettuce.

The housing index increased 0.1 per cent to 134.0 from 133.8; the shelter index rose 0.2 per cent and the household operation index was unchanged. In shelter, rents remained at December levels but homeownership costs rose as a result of higher prices for new houses and repairs. In household operation, lower prices for appliances and textiles balanced higher prices for furniture, fuel and lighting, utensils and equipment, and supplies and services.

The clothing index declined 1.8 per cent to 111.6 from 113.7, reflecting widespread January sales for men's, women's and children's wear and piece goods, particularly men's suits, overcoats and shirts, women's fur and cloth coats, and suits, and children's parkas.

The transportation index fell 0.4 per cent to 140.6 from 141.1, as a result of lower prices for new passenger cars. Gasoline and tire prices were somewhat higher.

The health and personal care index was unchanged at 156.8. The health care component remained at its December level, and minor and scattered increases in personal care were not sufficient to move the index.

The recreation and reading index increased 0.2 per cent to 146.6 from 146.3. An increase in newspaper prices in Montreal advanced the reading index, and this rise more than balanced a decrease in prices for radios and phonograph records in the recreation index.

City Consumer Price Indexes, December 1961

Consumer price indexes (1949=100) rose in three of the ten regional cities between November and December 1961, declined in four cities and remained unchanged in three cities.* Increases and decreases ranged narrowly between 0.1 and 0.2 per cent.

Food indexes declined in six cities while rising in four cities. Shelter indexes were unchanged in five cities, down in three and up in two. Clothing indexes increased in five cities, decreased in four and remained unchanged in the tenth city. Household operation indexes rose in five cities, dropped in two and were unchanged in the other three regional cities. Other commodities and services indexes were unchanged in seven cities, up in two cities and down in the remaining city.

Regional consumer price index point changes between November and December were as follows: Saskatoon-Regina -0.3 to 126.1; Halifax -0.2 to 129.5; Ottawa -0.2 to 131.6; Saint John -0.1 to 130.7; St. John's +0.1 to 116.5†; Montreal +0.1 to 130.9; Edmonton-Calgary +0.1 to 125.8. Toronto, Winnipeg and Vancouver remained unchanged at 131.9, 128.9 and 130.1 respectively.

Wholesale Price Index, December 1961

The general wholesale price index (1935-39=100) was 236.5 in December 1961, up 0.5 per cent from 235.3 in November and up 2.6 per cent from 230.4 in December 1960. Seven of the eight major group indexes were higher; the other one was lower.

The vegetable products group index rose 1.3 per cent to 208.0 from 205.3, the non-ferrous metals group index advanced 1.0 per cent to 188.1 from 186.2, and the non-metallic minerals group index rose 0.5 per cent to 186.7 from 185.8.

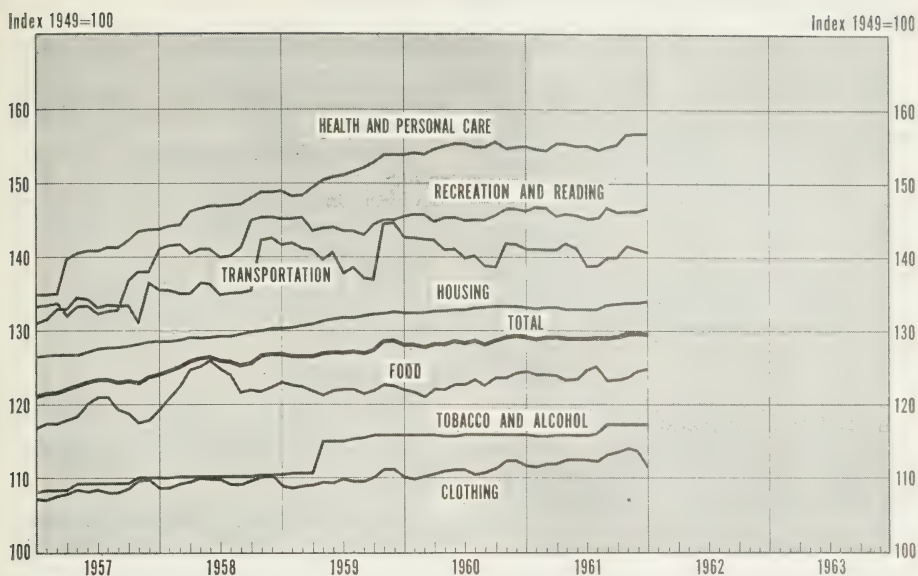
The index for the textile products group increased 0.5 per cent to 237.1 from 236.0; the animal products group index advanced 0.3 per cent to 257.2 from 256.5. The wood products group index was little changed in the month at 309.4 versus 308.4, as was the chemical products group index at 190.2 versus 190.0.

*See Table F-1 at back of book.

*See Table F-2 at back of book.

†On base June 1951=100.

CONSUMER PRICE INDEX



The iron products group index eased down to 257.5 from 257.9.

The residential building materials price index (1935-39=100) was unchanged at 292.4 in December. On the 1949=100 base this index was 128.2. The non-residential building materials price index (1949=100) rose during the month from 130.6 to 131.1.

The index of Canadian farm product prices at terminal markets (1935-39=100) eased down 0.7 per cent, from 218.4 to 216.9, in the three weeks ended December 22. The animal products index declined 1.8 per cent to 273.3 from 278.3; the field products index rose 1.3 per cent to 160.5 from 158.5.

U.S. Consumer Price Index, December 1961

The United States consumer price index (1947-49=100) registered a 0.1-per-cent decline between mid-November and mid-December, from 128.3 to 128.2. The index for December 1960 was 126.5.

During the month, an almost 3-per-cent drop in used car prices together with lower

prices for gasoline and new car prices lowered the transportation group index 0.8 per cent. Declines in other groups were offset by seasonal price increases for vegetables and some meats; the food index rose 0.1 per cent.

In 1961, the index rose 0.5 per cent, the smallest annual rise since 1955. The record high was set in October 1961, when the index reached 128.4. It has dropped in two successive months since then.

British Index of Retail Prices, November 1961

The British index of retail prices (Jan. 17, 1956=100) rose between mid-October and mid-November from 115.7 to 116.9, a record. The 1.2-point rise in the index during the month was due mainly to seasonal increases in coal and coke, and marked rises in prices of eggs, apples and other foods. The food sub-index rose more than 1.5 per cent.

At mid-November a year earlier the index was 111.9.

Farm cash income received by Canadian farmers from farming operations, excluding supplementary payments, reached an all-time high in 1961.

According to preliminary estimates by the Dominion Bureau of Statistics, the total was \$2,928.9 million, 2.4 per cent above the previous record of \$2,859.1 million set in

1952 and 5.3 per cent higher than the \$2,781.5 million realized in 1960.

These estimates include cash income from the sale of farm products, Canadian Wheat Board participation payments, net cash advances on farm-stored grains, and deficiency payments made under the present farm prices support program.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 160

Business

1. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Costs and Competition: American Experience Abroad*, by Theodore R. Gates and Fabian Linden. New York, 1961. Pp. 226.

Reports findings based on answers to a questionnaire by 147 companies. Contents: Comparative Costs in Perspective, The Materials Component, The Labor Component, The Overhead Component and Other Costs, The Sum of the Parts, Geographical Differences, Industry Differences, Productivity in the Cost Equation, Volume, Capacity, and Integration, Competition and Profit Margins, Comparative Costs, Past and Present Opinion on Foreign Operations.

2. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Organizing Foreign-Base Corporations*, by Enid Baird Lovell. New York, 1961. Pp. 101.

This report, based on the experience of 107 companies maintaining one or more subsidiaries in a foreign country, explains the "what", "where", "why", and "how" of foreign base operations.

Civil Service

3. BRITISH COLUMBIA GOVERNMENT EMPLOYEES' ASSOCIATION. *Minutes of the 17th Annual Convention, October 7th and 8th, 1960, Vancouver*. [Vancouver? 1960?] Pp. 64.

4. CIVIL SERVICE FEDERATION OF CANADA. *Submission to the Royal Commission on Government Organization*. Ottawa, 1961. Pp. 15.

Education

5. BEATTIE, LEWIS S. *The Development of Student Potential; a Study prepared for the Canadian Conference on Education*, by Lewis S. Beattie. With the Guidance of Edward F. Sheffield. Ottawa, Canadian Conference on Education, 1961. Pp. 63.

Contents: What is meant by Student Potential? Why are we concerned about the Development of Student Potential? What should

be our Goal? How Well are we doing? What needs to be done? What are the Most Critical Issues?

6. PRINCE EDWARD ISLAND. COMMISSIONER ON EDUCATIONAL FINANCE AND RELATED PROBLEMS IN ADMINISTRATION. *Report*. Charlottetown [Dept. of Education] 1960. Pp. 102.

The Commissioner was appointed to look into matters relating to the administration and the financial support of education in Prince Edward Island.

Factory Inspection

7. GREAT BRITAIN. FACTORY DEPARTMENT. *Annual Report of the Chief Inspector of Factories*, 1960. London, HMSO, 1961. Pp. 142.

8. GREAT BRITAIN. FACTORY DEPARTMENT. *Annual Report of the Chief Inspector of Factories on Industrial Health*, 1960. London, HMSO, 1961. Pp. [63].

Industrial Relations

9. BOAZ, ROBERT S. *How to get co-operation; a Guide to More Effective Human Relations in Industry*. Vancouver, Mitchell Press Ltd., 1959. Pp. 128.

10. LABOR-MANAGEMENT CONFERENCE, WEST VIRGINIA UNIVERSITY. 11th, 1961. *Proceedings of the Eleventh Annual Labor-Management Conference April 20-21, 1961*. Arranged in cooperation with the College of Commerce, the College of Law [and] the Department of Political Science. Morgantown, Institute of Industrial Relations, West Virginia University, 1961. Pp. 41.

Topics discussed at this Conference: 1. the relationships between prices and costs; 2. the U.S. Supreme Courts decisions in the grievance arbitration process; and, 3. industrial relations and economic development.

Industry—Location

The following 13 pamphlets were prepared and published by the Industrial Development Branch, Department of Industry and Development of Alberta in Edmonton in 1961.

11. *Town of Coronation*. Rev. June 1960. Pp. 10.

12. *City of Drumheller*. Rev. March 1961. Pp. 16.

13. *Town of Grimshaw*. Rev. September 1960. Pp. 14.

14. *Town of Hanna*. Rev. March 1961. Pp. 12.

15. *Town of Innisfail*. Rev. July 1960. Pp. 15.

16. *Town of Nanton*. Rev. September 1960. Pp. 13.

17. *Town of Peace River*. Rev. January 1961. Pp. 19.

18. *Town of Ponoka*. Rev. March 1961. Pp. 11.

19. *City of Red Deer*. Rev. September 1960. Pp. 26.

20. *Town of St. Albert*. Rev. March 1961. Pp. 14.

21. *Town of Spirit River*. Rev. January 1961. Pp. 12.

22. *Town of Taber*. Rev. September 1960. Pp. 20.

23. *Town of Vegreville*. Rev. January 1961. Pp. 11.

Labour Organization

24. AMERICAN FEDERATION OF LABOUR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. [AFL-CIO looks at Foreign Trade; a Policy for the Sixties] Washington, 1961. Pp. 149.

25. REZLER, JULIUS. *Union Growth reconsidered, a Critical Analysis of Recent Growth Theories*. New York, Kossuth Foundation, 1961. Pp. 32.

An evaluation of the theories of three labor historians, John T. Dunlop, Joseph Shister, and Irving Bernstein, who have studied the growth of American trade unions.

26. SOUTH AFRICAN TRADE UNION COUNCIL. *Report of Proceedings, 6th Annual Conference, held at Cape Town, March, 1960*. [Johannesburg, 1961?] Pp. 144.

Occupations

27. CANADA. DEPARTMENT OF LABOUR. *An Analysis of the Cooking Trade, Commercial*. Prepared by a National Committee appointed by the Dept. of Labour. Ottawa, Queen's Printer, 1960. Pp. 103.

28. U.S. BUREAU OF LABOR STATISTICS. *Employment in the Atomic Energy Field; a 1960 Occupational Survey*. Washington, GPO, 1961. Pp. 36.

A survey of employment in 159 establishments which held large contracts with the Atomic Energy Commission as of September 30, 1959.

Population

29. CANADA. BUREAU OF STATISTICS. *Census of Canada, 1961. Preliminary Population Counts*, No. 1-5. Ottawa, 1961. 5 Parts.

30. LEVITT, KARI. *Population Migration in the Atlantic Provinces*. [Toronto? University of Toronto?] 1961. Pp. 47 [35].

Paper presented to Canadian Political Science Association, Conference on Statistics, held at Sir George Williams University, Montreal, June 11 and 12, 1961. Essentially a summary of the author's study, "Population movements in the Atlantic Provinces" commissioned by the Atlantic Provinces Research Board and published by the Atlantic Provinces Economic Council in 1960.

Unemployment

31. NATIONAL ASSOCIATION OF MANUFACTURERS OF THE UNITED STATES OF AMERICA. RESEARCH DEPARTMENT. *Unemployment, Causes and Cures*. New York, 1961. Pp. 9.

Recommends three cures for unemployment:
1. "Reduction of the constant . . . pressure toward increasing wage and fringe benefit costs.
2. A systematically planned and permanent reform of income tax rates for individuals and corporations.
3. Dependence on local initiative for the solution of purely local problems."

32. U.S. DEPARTMENT OF LABOR. *Who are the Unemployed? Spring 1961*. Washington, 1961. Pp. 25.

"A study by the U.S. Dept. of Labor, Bureau of Labor Statistics [and] Bureau of Employment Security." A brief examination of the U.S. unemployment picture, using charts to illustrate the situation.

Wages and Hours

33. CHAMBER OF COMMERCE OF THE UNITED STATES OF AMERICA. ECONOMIC ADVISORY COUNCIL. *Productivity and Wage Settlements; Report*. Washington, 1961. Pp. 14.

Contents: Wage Settlement Arguments. Productivity—Meaning and Measurement. Productivity and Collective Bargaining. National Productivity: A Guide to Allowable Wage Increases? Annual Rate of Change in Real Private Product since 1909. Balance on Market Forces.

34. U.S. BUREAU OF LABOR STATISTICS. *Earnings and Supplementary Benefits in Hospitals, Mid-1960*. Washington, GPO, 1961. Pp. 80.

"Summarizes the findings of a survey of earnings and supplementary wage benefits of hospital employees in 15 major metropolitan areas . . . during mid-1960."

35. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Building Trades, July 1, 1960 and Trend 1929-60*. Washington, GPO, 1961. Pp. 30.

37. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Printing Industry, July 1, 1960 and Trend, 1907-60*. Washington, GPO, 1961. Pp. 44.

Women

38. NATIONAL INSTITUTE OF HOUSEWORKERS LIMITED, LONDON. *Annual Report, 1960-61*. London, 1961. Pp. 27.

39. U.S. WOMEN'S BUREAU. *Equal Pay Facts*. Rev. ed. Washington, GPO, 1961. Pp. 5.

40. U.S. WOMEN'S BUREAU. *Life Insurance Selling; Careers for Women as Life Underwriters*. Washington, GPO, 1961. Pp. 7.

41. U.S. WOMEN'S BUREAU. *Who are the Working Mothers?* Washington, GPO, 1961. Pp. 6.

Miscellaneous

42. ARMSTRONG, J. R. *Supervisory Training*. London, Institute of Personnel Management, 1961. Pp. 51.

Provides useful information for those contemplating the introduction of a training program for supervisors and foremen.

43. BLAKE, ROBERT ROGERS. *Group Dynamics—Key to Decision Making* [by] Robert R. Blake [and] Jane S. Mouton. Houston, Tex., Gulf Pub. Co., 1961. Pp. 120.

Develops the idea of group discussion of management problems to find solutions to them.

44. INTERNATIONAL LABOUR ORGANIZATION. *Constitution of the International Labour Organization and Standing Orders of the International Labour Conference*. 1961 ed. Geneva, International Labour Office, 1961. Pp. 81. English and French on opposite pages.

45. INTERNATIONAL LABOUR OFFICE. *Family Living Studies; a Symposium*. Geneva, 1961. Pp. 280.

Includes studies concerned primarily with family income and expenditure patterns in Sweden, Great Britain, Russia, Greece, West Germany and comparisons in European Coal and Steel Community countries; a food consumption survey in Great Britain; a survey of underemployment in Puerto Rico; a popula-

tion study in the Indian State of Mysore; a health survey in Japan; and a survey of consumer finances in the U.S.

46. KONVITZ, MILTON RIVVAS. *A Century of Civil Rights*, by Milton R. Konvitz. *With a Study of State Law against Discrimination*, by Theodore Leske. New York, Columbia University, 1951. Pp. 293.

"This book presents an historical and philosophical analysis of civil rights developments during the past century. It details federal and state legislative action to insure equality of treatment in public accommodations, employment, education, and housing."

47. "RESOURCES FOR TOMORROW" CONFERENCE, MONTREAL, 1961. *Resources for Tomorrow Conference Background Papers*. Ottawa, Queen's Printer, 1961. 2 volumes.

Sponsored by Department of Northern Affairs and National Resources and provincial governments and other groups, the "Resources for Tomorrow" Conference was held in Montreal, October 23-28, 1961.

Contains 80 background papers on the following topics: agriculture, water, regional development, forestry, fisheries, wildlife, and recreation.

48. UNITED NATIONS SEMINAR ON AERIAL SURVEY METHODS AND EQUIPMENT, BANGKOK, 1960. *Proceedings*. Bangkok, United Nations, Economic Commission for Asia and the Far East, 1960 [i.e. 1961] Pp. 167. Seminar held January 4 to February 5, 1960.

49. U.S. BUREAU OF LABOR STATISTICS. *Guide to Employment Statistics of BLS; Employment, Labor Turnover, Hours and Earnings*. Washington, GPO, 1961, Pp. 134.

50. U.S. BUREAU OF LABOR STATISTICS. *Wholesale Prices and Price Indexes, 1959*. Washington, GPO, 1961. Pp. 268.

51. U.S. NATIONAL SCIENCE FOUNDATION. *Investing in Scientific Progress, 1961-1970, Concepts, Goals, and Projections*. Washington, 1961. Pp. 30.

Analyzes science education trends in the U.S. over the past 40 years and projects these trends to 1970.

In response to requests from social studies teachers for up-to-date definitions of industrial and labour relations terms, Prof. Robert E. Doherty of Cornell's School of Industrial and Labor Relations has prepared *Industrial and Labor Relations Terms: A Glossary for Students and Teachers*.

The 36-page bulletin, which defines more than 160 terms, provides a guide for high

school and college students and teachers of the social sciences in understanding this increasingly complex field.

The bulletin is obtainable from the Distribution Center, New York State School of Industrial and Labor Relations, Ithaca, New York, at a price of 15 cents. For orders of ten or more copies the charge is 10 cents each.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JANUARY 13, 1962

(estimates in thousands)

Source: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,409	571	1,795	2,360	1,106	577
Men.....	4,688	428	1,334	1,683	813	430
Women.....	1,721	143	461	677	293	147
14-19 years.....	565	62	190	174	102	37
20-24 years.....	803	80	268	258	134	63
25-44 years.....	2,937	239	824	1,111	492	271
45-64 years.....	1,897	169	472	731	338	187
65 years and over.....	207	21	41	86	40	19
Employed.....	5,864	487	1,616	2,211	1,031	519
Men.....	4,212	351	1,177	1,556	748	380
Women.....	1,652	136	439	655	283	139
Agriculture.....	575	48	124	132	252	19
Non-agriculture.....	5,289	439	1,492	2,079	779	500
Paid Workers.....	4,786	390	1,341	1,902	711	442
Men.....	3,290	268	936	1,301	467	318
Women.....	1,496	122	405	601	244	124
Unemployed.....	545	84	179	149	75	58
Men.....	476	77	157	127	65	50
Women.....	69	7	22	22	10	8
Persons not in the Labour Force.....	5,714	653	1,666	1,885	964	546
Men.....	1,344	183	374	411	237	139
Women.....	4,370	470	1,292	1,474	727	407

* Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED JANUARY 13, 1962, CANADA

(estimates in thousands)

Source: DBS Labour Force Survey

	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Labour force.....	6,409	565	3,405	796	818	618	207
Employed.....	5,864	482	3,126	673	793	597	193
Unemployed.....	545	83	279	123	25	21	14
Not in labour force.....	5,714	1,215	159	142	2,827	269	1,102
Participation rate ⁽¹⁾							
1962, January 13.....	52.9	31.7	95.5	84.9	22.4	69.7	15.8
1961, December 9.....	53.7	33.3	96.2	85.6	23.2	69.3	16.4
Unemployment rate ⁽²⁾							
1962, January 13.....	8.5	14.7	8.2	15.5	3.1	3.4	6.8
1961, December 9.....	6.4	11.7	6.0	11.2	2.0	3.1	5.1

⁽¹⁾ The labour force as a percentage of the population 14 years of age and over.

⁽²⁾ The unemployed as a percentage of the labour force.

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED DECEMBER 9, 1961

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,495	593	1,807	2,386	1,129	580
Men.....	4,726	444	1,340	1,688	825	429
Women.....	1,769	149	467	698	304	151
14-19 years.....	591	68	195	179	109	40
20-24 years.....	809	84	263	263	137	62
25-44 years.....	2,975	245	834	1,121	501	274
45-64 years.....	1,905	174	470	735	339	187
65 years and over.....	215	22	45	88	43	17
Employed.....	6,082	529	1,678	2,273	1,068	534
Men.....	4,371	386	1,228	1,594	773	390
Women.....	1,711	143	450	679	295	144
Agricultural.....	599	48	123	142	266	20
Non-Agricultural.....	5,483	481	1,555	2,131	802	514
Paid Workers.....	4,976	431	1,402	1,957	730	456
Men.....	3,429	303	989	1,334	475	328
Women.....	1,547	128	413	623	255	128
Unemployed.....	413	64	129	113	61	46
Men.....	355	58	112	94	52	39
Women.....	58	6	17	19	9	7
Persons Not in the Labour Force.....	5,609	629	1,646	1,854	938	542
Men.....	1,297	165	364	404	224	140
Women.....	4,312	464	1,282	1,450	714	402

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED DECEMBER 9, 1961

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Total	14-19 Years, All Persons	20-64 Years				65 Years and Over, All Persons
			Men		Women		
			Married	Other	Married	Other	
Labour force.....	6,495	591	3,412	814	845	618	215
Employed.....	6,082	522	3,206	723	828	599	204
Unemployed.....	413	69	206	91	17	19	11
Not in labour force.....	5,609	1,182	134	137	2,790	274	1,092
Participation rate ⁽¹⁾ Dec. 9.....	53.7	33.3	96.2	85.6	23.2	69.3	16.4
Nov. 11.....	53.8	33.3	96.4	86.6	23.0	69.9	16.8
Unemployment rate ⁽²⁾ Dec. 9.....	6.4	11.7	6.0	11.2	2.0	3.1	5.1
Nov. 11.....	5.4	11.2	4.5	9.9	1.8	3.4	5.0

⁽¹⁾ The labour force as a percentage of the population 14 years of age and over.

⁽²⁾ The unemployed as a percentage of the labour force.

TABLE A-3—UNEMPLOYED, CANADA

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	January 1962	December 1961	January 1961	December 1961	November 1961	December 1960
Total unemployed.....	545	413	693	413	349	528
On temporary layoff up to 30 days...	39	23	63	23	18	39
Without work and seeking work.....	506	390	630	390	331	489
Seeking full-time work.....	484	369	599	369	307	466
Seeking part-time work.....	22	21	31	21	24	23
Seeking under 1 month.....	133	127	156	127	106	158
Seeking 1-3 months.....	231	155	293	155	122	206
Seeking 4-6 months.....	75	50	113	50	45	72
Seeking more than 6 months.....	67	58	68	58	58	53

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Total			Quarterly Totals ⁽¹⁾						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ⁽²⁾	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Government)	Supple- men- tary Labour income	Totals (3)
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	16,890
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,828	1,677	270	1,329	298	2,359	4,295	739	16,524
1959—Total....	552	5,103	1,773	288	1,472	316	2,528	4,705	819	17,761
1960—Total....	551	5,200	1,779	326	1,472	327	2,641	5,095	916	18,514
1960—										
November....	45.4	432.3	148.5	91.6	369.9	82.6	685.4	1,319.2	235.5	1,573.7
December....	44.3	422.6	144.7							1,529.4
1961—										
January.....	44.2	420.0	140.5							1,494.3
February.....	44.4	424.4	142.0	62.1	278.7	81.8	656.5	1,327.4	235.7	1,502.3
March.....	44.5	427.1	142.5							1,510.1
April.....	43.2	431.5	145.4							1,536.2
May.....	45.7	443.1	151.1	62.4	356.0	84.6	679.2	1,382.0	242.3	1,592.7
June.....	46.2	458.1	162.9							1,659.2
July.....	46.2	451.7	164.6							1,651.5
August.....	46.3	460.0	160.2	75.4*	439.1*	87.6*	691.0*	1,393.7*	248.2*	1,667.7
September....	46.3	465.2	160.0							1,693.0
October.....	46.3	463.7	156.8							1,681.0
November†....	46.0	459.7	156.1							1,657.2

⁽¹⁾ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

⁽²⁾ Includes post office wages and salaries.

⁽³⁾ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at November 1961 employers in the principal non-agricultural industries reported a total employment of 2,925,391. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949-100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite			Manufacturing		
	Index Numbers (1949-100) ⁽¹⁾		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
			\$			\$
Averages						
1955.....	112.9	142.1	61.05	109.8	144.4	63.48
1956.....	120.7	150.0	64.44	115.8	151.7	66.71
1957.....	122.6	158.1	67.93	115.8	159.1	69.94
1958.....	117.9	163.9	70.43	109.8	165.3	72.67
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960						
November.....	119.7	177.9	76.43	108.1	180.0	79.16
December.....	114.8	175.0	75.18	104.1	177.2	77.92
1961						
January.....	111.6	179.2	77.00	104.3	181.1	79.65
February.....	111.0	181.1	77.80	104.6	182.5	80.24
March.....	111.1	180.7	77.64	104.9	182.8	80.36
April.....	112.6	181.8	78.12	105.4	184.1	80.95
May.....	117.2	181.6	78.00	108.4	183.6	80.72
June.....	121.3	182.8	78.55	111.2	184.6	81.17
July.....	122.5	182.1	78.24	110.9	182.7	80.34
August.....	123.9	182.2	78.27	113.1	182.9	80.42
September.....	123.3	183.3	78.75	112.8	184.6	81.15
October*.....	122.9	183.9	79.02	112.1	186.0	81.79
November†.....	121.6	183.5	78.84	111.0	186.2	81.89

⁽¹⁾Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES, NOVEMBER, 1961

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Nov. 1961	Oct. 1961	Nov. 1960	Nov. 1961	Oct. 1961	Nov. 1960
				\$	\$	\$
Provinces						
Newfoundland.....	149.4	158.2	139.5	73.03	71.75	69.45
Prince Edward Island.....	140.2	144.5	133.0	56.20	56.30	55.62
Nova Scotia.....	97.5	98.2	96.7	65.12	64.78	62.44
New Brunswick.....	107.0	109.0	108.1	64.63	64.14	62.65
Quebec.....	123.3	124.0	121.2	76.32	76.21	73.95
Ontario.....	122.0	122.5	119.8	81.59	82.13	79.34
Manitoba.....	111.4	114.4	111.7	74.04	74.44	71.84
Saskatchewan.....	124.4	129.5	126.7	74.78	75.03	73.02
Alberta (including Northwest Territories).....	155.4	160.9	150.9	81.40	82.47	78.17
British Columbia (including Yukon).....	113.2	115.0	111.9	86.55	85.98	83.73
Canada.....	121.6	122.9	119.7	78.84	79.02	76.43
Urban Areas						
St. John's.....	148.6	151.1	136.5	57.53	56.72	55.87
Sydney.....	80.0	81.5	90.8	79.01	79.91	73.82
Halifax.....	126.3	127.6	120.5	65.45	64.82	62.13
Moncton.....	113.4	110.0	108.0	60.70	61.33	58.14
Saint John.....	108.3	108.3	102.9	63.51	64.15	61.01
Chicoutimi—Jonquiere.....	109.5	110.3	110.2	98.48	99.03	95.43
Quebec.....	119.1	120.0	109.9	67.59	67.61	64.88
Sherbrooke.....	111.4	113.4	102.0	65.32	66.06	62.99
Shawinigan.....	100.4	104.7	103.7	85.91	85.29	84.85
Three Rivers.....	114.5	117.1	111.5	74.28	74.59	73.21
Drummondville.....	83.4	82.5	77.7	62.44	63.42	61.01
Montreal.....	127.5	127.2	125.0	78.15	77.91	75.65
Ottawa—Hull.....	133.8	134.7	126.2	73.61	73.46	71.61
Kingston.....	115.8	116.7	114.9	76.79	77.85	74.63
Peterborough.....	91.4	91.3	92.2	88.20	87.82	83.69
Oshawa.....	181.0	177.8	172.7	96.23	96.04	89.88
Toronto.....	136.4	135.9	132.3	84.63	82.18	79.41
Hamilton.....	111.2	110.6	109.3	86.74	89.15	84.34
St. Catharines.....	112.1	111.1	109.5	86.89	89.57	86.37
Niagara.....	96.2	102.2	95.6	82.57	80.84	80.84
Brantford.....	83.4	81.9	79.8	74.01	73.96	72.93
Guelph.....	122.6	124.2	119.0	73.13	73.77	70.90
Galt.....	105.8	106.2	112.4	71.11	70.78	69.77
Kitchener.....	127.9	127.7	122.5	75.40	75.53	72.73
Sudbury.....	146.3	146.7	149.7	91.76	91.74	89.14
Timmins.....	90.1	90.1	93.5	72.82	72.62	70.54
London.....	136.2	136.2	123.9	75.01	75.56	73.10
Sarnia.....	127.0	129.0	122.9	101.54	101.74	99.37
Windsor.....	74.0	73.5	74.5	88.17	88.25	84.17
Sault Ste. Marie.....	143.9	146.1	142.4	98.75	98.83	98.28
Ft. William—Pt. Arthur.....	109.0	110.7	112.1	82.11	80.94	80.85
Winnipeg.....	110.8	113.4	112.8	70.89	71.21	68.87
Regina.....	139.3	140.9	133.8	74.21	74.31	70.90
Saskatoon.....	138.7	141.5	139.6	70.02	70.11	68.18
Edmonton.....	198.3	201.0	187.0	75.90	76.93	72.58
Calgary.....	174.8	176.2	171.2	77.87	78.02	74.23
Vancouver.....	112.0	112.1	110.8	84.67	84.50	81.91
Victoria.....	110.2	109.7	109.1	77.70	76.55	74.21

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES, OCTOBER, 1961

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Oct. 1961	Sept. 1961	Oct. 1960	Oct. 1961	Sept. 1961	Oct. 1960
Provinces				\$	\$	\$
Newfoundland.....	157.3	147.1	148.4	71.92	69.77	70.44
Prince Edward Island.....	142.8	147.3	138.5	57.14	56.53	54.77
Nova Scotia.....	98.0	98.5	95.6	64.89	64.23	63.24
New Brunswick.....	109.1	110.4	106.5	64.15	63.08	62.33
Quebec.....	123.9	124.1	123.5	76.22	75.84	73.29
Ontario.....	122.4	122.3	120.6	82.22	81.82	79.69
Manitoba.....	114.3	115.4	114.3	74.55	74.56	72.48
Saskatchewan.....	129.4	132.3	131.3	74.93	75.17	73.72
Alberta (including Northwest Territories).....	160.5	163.7	155.0	82.49	82.70	79.50
British Columbia (including Yukon).....	115.1	117.9	115.3	85.81	86.00	84.23
Canada.....	122.8	123.3	121.5	79.06	78.75	76.60
Urban Areas						
St. John's.....	150.2	151.1	140.2	56.91	57.27	56.19
Sydney.....	81.5	81.1	90.4	79.91	74.54	76.91
Halifax.....	127.2	125.1	118.6	64.75	65.77	62.21
Moncton.....	110.4	108.9	104.6	61.45	61.39	59.62
Saint John.....	108.3	110.3	104.8	64.15	63.22	61.43
Chicoutimi—Jonquiere.....	110.3	113.1	115.9	99.03	96.06	93.65
Quebec.....	119.4	120.1	111.5	67.56	68.05	64.04
Sherbrooke.....	113.5	112.0	99.0	66.21	66.33	62.85
Shawinigan.....	105.0	107.1	105.7	85.18	83.66	83.02
Three Rivers.....	116.9	115.4	113.0	74.61	74.77	71.76
Drummondville.....	82.2	83.3	78.6	63.41	62.31	60.86
Montreal.....	127.1	126.4	125.8	77.87	77.91	75.01
Ottawa—Hull.....	134.7	133.8	126.5	73.52	73.70	71.82
Kingston.....	117.0	119.0	114.9	77.63	77.39	76.54
Peterborough.....	91.3	91.0	92.1	87.82	87.05	84.31
Oshawa.....	178.3	119.3	170.9	97.07	87.05	88.36
Toronto.....	135.8	134.7	131.9	82.16	82.57	79.83
Hamilton.....	110.4	110.4	111.1	89.20	88.02	85.13
St. Catharines.....	110.0	112.5	109.2	89.87	87.70	85.84
Niagara Falls.....	102.2	114.1	101.4	80.71	78.22	78.92
Brantford.....	81.2	80.8	80.4	73.58	72.77	72.70
Guelph.....	124.2	124.3	121.7	73.77	74.05	70.16
Galt.....	105.9	106.6	116.1	70.76	71.22	69.31
Kitchener.....	126.7	125.3	124.5	75.91	75.05	73.30
Sudbury.....	147.0	147.7	148.7	91.68	92.60	89.58
Timmins.....	90.0	90.8	94.5	72.64	71.87	68.65
London.....	135.2	134.1	126.5	75.77	76.61	73.23
Sarnia.....	128.6	131.8	125.1	101.91	101.89	100.31
Windsor.....	73.5	74.1	75.4	88.25	88.58	85.04
Sault Ste. Marie.....	146.1	146.7	146.2	98.83	99.07	96.85
Ft. William—Pt. Arthur.....	110.9	112.3	115.0	81.24	81.13	81.47
Winnipeg.....	113.3	113.7	114.4	71.25	71.23	69.40
Regina.....	140.7	142.5	134.8	74.30	73.82	71.44
Saskatoon.....	141.4	145.6	144.4	70.09	70.10	69.33
Edmonton.....	200.4	201.1	189.1	76.94	77.22	74.32
Calgary.....	175.7	177.3	174.1	78.09	78.53	74.73
Vancouver.....	112.4	114.3	112.4	84.37	84.28	82.02
Victoria.....	109.7	113.4	109.7	76.55	75.84	75.33

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES, NOVEMBER, 1961

(1949 = 100) (The latest figures are subject to revision)

SOURCE: "Employment and Payrolls", D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls".

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Nov. 1961	Oct. 1961	Nov. 1960	Nov. 1961	Oct. 1961	Nov. 1960
				\$	\$	\$
Mining	116.1	117.1	118.2	97.66	97.35	94.57
Metal mining.....	129.6	130.5	132.8	99.38	99.26	97.14
Gold.....	69.5	69.6	72.1	82.10	81.31	78.89
Other metal.....	185.7	187.2	189.5	105.40	105.48	103.61
Fuels.....	87.2	85.9	89.9	98.82	99.21	92.62
Coal.....	44.1	43.7	48.5	77.35	78.75	68.83
Oil and natural gas.....	271.9	266.9	268.4	113.74	113.55	111.12
Non-metal.....	139.9	148.2	134.5	88.27	86.53	86.89
Manufacturing	111.0	112.1	108.1	81.88	81.78	79.16
Durable goods.....	112.9	113.9	108.9	88.70	88.68	85.50
Non-durable goods.....	109.4	110.6	107.4	75.98	75.82	73.76
Food and beverages.....	116.5	119.9	115.0	70.88	70.61	69.31
Meat products.....	138.6	141.2	137.4	80.46	80.79	77.97
Canned and preserved fruits and vegetables.....	118.1	122.4	113.7	56.00	57.40	56.66
Grain mill products.....	101.3	103.4	102.1	80.66	79.72	78.55
Bread and other bakery products.....	111.4	111.7	111.1	68.02	67.91	65.72
Distilled and malt liquors.....	100.9	102.4	104.6	97.99	98.97	94.88
Tobacco and tobacco products.....	91.6	80.5	110.7	76.86	82.11	69.48
Rubber products.....	102.5	103.9	98.7	85.89	85.81	80.36
Leather products.....	89.3	87.6	84.3	55.95	55.01	53.85
Boots and shoes (except rubber).....	96.0	93.3	91.0	52.89	51.65	50.78
Textile products (except clothing).....	81.1	80.7	77.2	65.86	65.83	63.51
Cotton yarn and broad woven goods.....	75.7	75.4	68.9	63.24	63.21	59.87
Woollen goods.....	62.3	62.4	63.3	62.54	62.47	59.77
Synthetic textiles and silk.....	86.3	86.0	82.5	71.53	71.16	70.04
Clothing (textile and fur).....	91.7	93.6	89.6	51.06	51.57	48.86
Men's clothing.....	94.4	95.2	89.9	50.17	50.32	47.04
Women's clothing.....	96.3	101.7	94.6	51.07	52.58	49.13
Knit goods.....	75.2	74.7	76.4	51.70	52.02	50.27
Wood products.....	103.4	105.4	97.7	71.32	70.86	68.87
Saw and planing mills.....	104.4	106.6	96.7	73.17	72.08	71.01
Furniture.....	113.1	114.4	111.5	69.83	70.80	66.73
Other wood products.....	79.6	82.1	75.8	63.53	63.19	61.85
Paper products.....	124.0	126.2	124.5	96.55	96.32	94.33
Pulp and paper mills.....	123.9	126.4	125.7	104.83	104.11	102.53
Other paper products.....	124.3	125.6	121.5	77.21	77.93	74.39
Printing, publishing and allied industries.....	125.8	125.5	124.8	88.61	87.95	85.64
Iron and steel products	103.8	104.8	102.9	92.69	93.54	89.60
Agricultural implements.....	58.4	54.2	60.0	95.97	95.34	90.73
Fabricated and structural steel.....	147.5	151.7	160.7	94.26	93.37	91.09
Hardware and tools.....	104.8	105.1	98.2	81.93	82.25	80.15
Heating and cooking appliances.....	101.1	104.7	91.7	79.63	80.45	76.65
Iron castings.....	90.9	92.1	91.2	89.40	90.29	85.79
Machinery, industrial.....	117.7	118.2	111.7	88.91	88.83	86.94
Primary iron and steel.....	117.4	120.5	114.4	106.95	109.21	103.12
Sheet metal products.....	104.6	106.4	108.2	88.92	90.10	86.84
Wire and wire products.....	110.9	111.6	110.8	93.25	94.65	88.01
Transportation equipment.....	108.8	108.5	103.4	95.02	94.11	90.22
Aircraft and parts.....	261.1	259.6	252.2	97.84	97.06	90.92
Motor vehicles.....	109.5	106.6	101.4	110.67	110.60	101.35
Motor vehicles parts and accessories.....	104.3	104.5	99.6	91.02	91.11	87.15
Railroad and rolling stock equipment.....	56.4	56.7	57.4	83.63	83.96	79.03
Shipbuilding and repairing.....	131.1	133.5	115.8	84.19	80.60	81.35
Non-ferrous metal products.....	125.2	125.9	127.0	93.47	93.82	90.84
Aluminum products.....	140.1	142.2	146.8	89.51	89.95	88.01
Brass and copper products.....	104.6	105.3	101.4	88.14	90.07	85.68
Smelting and refining.....	140.2	141.0	145.9	102.58	102.21	98.66
Electrical apparatus and supplies.....	140.2	140.0	128.8	89.52	89.17	86.16
Heavy electrical machinery.....	102.0	102.1	99.4	96.41	96.07	93.28
Telecommunication equipment.....	249.1	245.8	213.3	87.27	86.91	86.11
Non-metallic mineral products.....	142.1	147.8	137.3	86.26	87.30	83.22
Clay products.....	88.7	92.2	85.2	78.29	78.76	75.36
Glass and glass products.....	162.5	161.5	151.8	84.06	84.80	79.43
Products of petroleum and coal.....	134.4	134.9	137.1	120.12	117.87	116.35
Petroleum refining and products.....	137.4	137.6	140.4	120.78	118.60	116.94
Chemical products.....	131.4	132.1	129.8	96.27	96.00	92.37
Medicinal and pharmaceutical preparations.....	120.6	120.8	116.5	83.82	84.19	81.16
Acids, alkalis and salts.....	154.6	154.4	154.6	108.47	106.88	105.02
Miscellaneous manufacturing industries.....	146.5	147.2	134.1	71.75	71.86	70.64
Construction	128.5	136.9	129.9	83.00	84.48	81.46
Building and general engineering.....	124.9	132.7	125.1	90.65	92.07	90.04
Highways, bridges and streets.....	134.6	143.9	137.9	71.10	72.76	68.66
Electric and motor transportation.....	139.6	140.4	133.7	83.01	83.70	81.16
Service	150.6	152.7	141.2	55.95	55.89	54.34
Hotels and restaurants.....	128.4	130.8	125.6	42.72	42.79	42.23
Laundries and dry cleaning plants.....	126.2	128.0	113.7	48.81	48.68	47.28
Industrial composite	121.6	122.9	119.7	78.84	79.02	76.43

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES, OCTOBER, 1961

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls"

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Oct. 1961	Sept. 1961	Oct. 1960	Oct. 1961	Sept. 1961	Oct. 1960
Mining	117.1	118.5	129.0	\$ 97.38	\$ 96.32	\$ 93.90
Metal mining.....	130.5	132.7	135.1	99.32	98.19	95.17
Gold.....	69.6	70.0	72.8	81.31	80.18	76.33
Other metal.....	187.2	191.3	193.1	105.56	104.33	101.80
Fuels.....	85.9	85.4	88.9	99.12	97.81	95.67
Coal.....	43.7	42.9	48.2	78.76	72.62	74.59
Oil and natural gas.....	266.9	267.7	263.8	113.55	115.09	112.28
Non-metal.....	148.2	150.7	142.6	86.53	86.35	85.25
Manufacturing	112.1	112.8	109.6	\$ 81.77	\$ 81.15	\$ 78.95
Durable goods.....	113.9	112.5	110.5	88.64	88.24	85.25
Non-durable goods.....	110.6	113.0	108.9	75.83	75.21	73.60
Food and beverages.....	120.1	129.6	119.7	70.76	68.81	68.63
Meat products.....	141.2	140.2	140.0	80.79	81.01	77.94
Canned and preserved fruits and vegetables.....	122.4	201.5	127.8	57.40	54.14	54.91
Grain mill products.....	103.4	104.5	103.5	79.72	80.92	77.97
Bread and other bakery products.....	111.7	112.1	111.6	67.91	68.49	66.45
Distilled and malt liquors.....	102.4	100.5	106.6	98.97	98.08	94.68
Tobacco and tobacco products.....	80.5	80.6	80.0	82.11	81.89	77.88
Rubber products.....	103.9	102.9	102.4	85.85	85.92	80.58
Leather products.....	88.2	88.9	83.8	55.00	55.77	52.86
Boots and shoes (except rubber).....	93.2	94.7	90.3	51.67	52.88	49.31
Textile products (except clothing).....	80.7	80.2	77.7	65.82	65.52	63.12
Cotton yarn and broad woven goods.....	75.4	74.8	68.7	63.21	63.22	59.06
Woollen goods.....	62.4	62.4	63.5	62.47	61.75	59.68
Synthetic textiles and silk.....	85.6	85.1	84.0	71.30	71.22	69.35
Clothing (textile and fur).....	93.5	94.1	91.9	51.47	51.90	49.94
Men's clothing.....	95.1	95.0	91.3	50.26	51.00	48.28
Women's clothing.....	101.7	104.7	99.7	52.26	53.20	50.81
Knit goods.....	75.0	74.1	76.6	51.95	51.18	50.39
Wood products.....	105.7	108.6	102.1	70.79	71.57	69.47
Saw and planing mills.....	107.0	111.8	102.0	71.91	73.36	71.73
Furniture.....	114.5	114.1	113.2	70.92	70.45	67.47
Other wood products.....	82.1	82.4	80.8	63.19	62.71	61.25
Paper products.....	126.1	127.4	125.5	96.28	95.47	93.56
Pulp and paper mills.....	126.3	128.2	126.4	104.06	102.90	101.07
Other paper products.....	125.6	125.6	123.2	77.94	77.70	75.43
Printing, publishing and allied industries.....	125.6	125.5	125.1	87.98	88.79	85.43
Iron and steel products.....	104.6	104.5	103.0	93.50	93.40	89.66
Agricultural implements.....	53.3	47.1	56.9	95.02	95.89	90.14
Fabricated and structural steel.....	150.7	153.4	147.6	93.15	94.18	86.87
Hardware and tools.....	104.7	102.6	98.3	82.20	82.88	79.82
Heating and cooking appliances.....	104.4	104.2	97.5	80.92	81.36	78.50
Iron castings.....	92.3	95.0	89.4	90.15	90.73	85.12
Machinery, industrial.....	118.0	117.7	112.9	88.85	88.63	86.85
Primary iron and steel.....	120.5	121.1	116.5	109.14	106.13	103.96
Sheet metal products.....	106.2	107.1	110.6	90.14	93.05	87.78
Wire and wire products.....	111.6	110.8	113.4	94.65	94.71	88.79
Transportation equipment.....	108.4	100.5	103.3	94.13	92.66	89.39
Aircraft and parts.....	259.6	254.5	248.5	97.13	96.13	94.86
Motor vehicles.....	106.6	79.7	100.0	110.60	107.04	99.56
Motor vehicles parts and accessories.....	104.7	102.0	100.2	91.06	89.00	85.76
Railroad and rolling stock equipment.....	56.7	56.6	58.7	84.08	84.70	80.77
Shipbuilding and repairing.....	133.6	131.7	117.1	80.51	84.83	80.48
Non-ferrous metal products.....	125.9	127.1	129.6	93.54	93.66	90.86
Aluminum products.....	142.2	145.2	147.0	89.95	90.37	88.19
Brass and copper products.....	105.3	105.9	102.6	90.07	90.89	84.77
Smelting and refining.....	141.0	143.5	150.6	101.68	101.33	98.60
Electrical apparatus and supplies.....	140.5	138.7	131.3	89.24	89.32	85.54
Heavy electrical machinery.....	102.5	102.4	102.1	96.03	96.22	92.91
Telecommunication equipment.....	248.0	241.8	215.0	87.21	86.32	84.49
Non-metallic mineral products.....	147.3	147.7	141.5	87.32	86.44	83.11
Clay products.....	92.2	93.6	86.4	78.76	78.20	76.73
Glass and glass products.....	161.5	159.8	152.5	84.70	82.97	79.24
Products of petroleum and coal.....	134.9	136.9	138.0	117.69	115.73	117.80
Petroleum refining and products.....	137.6	139.8	141.1	118.41	116.30	118.70
Chemical products.....	132.1	132.5	131.7	95.97	96.18	91.52
Medicinal and pharmaceutical preparations.....	120.8	120.6	116.6	84.19	83.98	81.85
Acids, alkalis and salts.....	154.4	155.1	156.8	106.88	107.03	103.09
Miscellaneous manufacturing industries.....	146.2	144.3	139.2	72.04	71.85	70.92
Construction	136.7	140.6	139.1	\$ 84.34	\$ 84.75	\$ 82.86
Building and general engineering.....	132.4	134.1	135.5	91.99	92.39	90.70
Highways, bridges and streets.....	143.8	151.6	145.0	72.52	73.40	70.82
Electric and motor transportation.....	139.5	140.2	134.8	83.60	83.14	81.54
Service	151.8	155.8	143.7	\$ 55.97	\$ 55.23	\$ 53.99
Hotels and restaurants.....	129.4	135.4	129.0	42.83	42.29	41.73
Laundries and dry cleaning plants.....	127.9	127.8	115.4	48.68	48.81	47.63
Industrial composite	122.8	123.3	121.5	\$ 79.06	\$ 78.75	\$ 76.60

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES
NOVEMBER, 1961**

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (D.B.S.)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	November 1961	October 1961	November 1960	November 1961	October 1961	November 1960
				\$	\$	\$
Newfoundland.....	38.0	38.1	38.5	1.75	1.71	1.74
Nova Scotia.....	40.8	39.6	40.5	1.56	1.58	1.59
New Brunswick.....	41.1	40.5	41.1	1.63	1.62	1.56
Quebec.....	42.2	42.2	41.6	1.66	1.65	1.62
Ontario.....	41.1	41.4	40.5	1.93	1.93	1.88
Manitoba.....	39.8	40.2	40.0	1.74	1.73	1.67
Saskatchewan.....	38.5	39.0	38.4	1.98	1.95	1.93
Alberta ⁽¹⁾	40.0	40.7	39.6	1.98	1.97	1.91
British Columbia ⁽²⁾	38.4	37.7	37.8	2.26	2.24	2.22

⁽¹⁾ Includes Northwest Territories.

⁽²⁾ Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES
OCTOBER, 1961**

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings.

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	October 1961	September 1961	October 1960	October 1961	September 1961	October 1960
Newfoundland.....	38.2	37.9	38.5	\$ 1.71	\$ 1.66	1.68
Nova Scotia.....	39.6	40.1	40.5	1.58	1.58	1.57
New Brunswick.....	40.4	40.6	40.8	1.62	1.57	1.55
Quebec.....	42.2	42.4	41.5	1.65	1.65	1.61
Ontario.....	41.4	41.5	40.7	1.93	1.90	1.87
Manitoba.....	40.3	40.1	40.8	1.73	1.73	1.65
Saskatchewan.....	39.0	39.2	39.6	1.95	1.94	1.89
Alberta ⁽¹⁾	40.7	39.8	40.2	1.97	1.98	1.91
British Columbia ⁽²⁾	37.8	38.0	38.0	2.24	2.22	2.20

⁽¹⁾ Includes Northwest Territories.

⁽²⁾ Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY, NOVEMBER, 1961

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov. 1961	Oct. 1961	Nov. 1960	Nov. 1961	Oct. 1961	Nov. 1960	Nov. 1961	Oct. 1961	Nov. 1960
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	42.7	42.7	41.9	2.14	2.13	2.10	91.23	90.90	88.14
Metal mining.....	43.0	43.0	42.5	2.21	2.20	2.18	94.76	94.56	92.67
Gold.....	43.7	43.5	43.6	1.75	1.74	1.69	76.51	75.69	73.71
Other metal.....	42.7	42.8	42.0	2.38	2.37	2.38	101.57	101.54	100.05
Fuels.....	41.0	41.0	39.1	2.03	2.03	1.97	83.33	83.33	77.00
Coal.....	41.7	42.1	38.0	1.82	1.84	1.75	75.78	77.29	66.55
Oil and natural gas.....	39.7	39.2	40.9	2.40	2.38	2.34	85.56	83.60	85.53
Non-metal.....	43.6	43.7	43.3	1.98	1.94	1.93	85.27	84.83	83.68
Manufacturing	41.1	41.2	40.6	1.84	1.84	1.79	75.66	75.69	72.82
Durable goods.....	41.6	41.6	40.9	2.00	2.00	1.95	83.32	83.39	79.79
Non-durable goods.....	40.7	40.8	40.4	1.69	1.68	1.65	68.73	68.72	66.64
Food and beverages.....	40.1	40.2	40.4	1.60	1.59	1.57	64.11	64.16	63.59
Meat products.....	40.4	40.7	39.8	1.87	1.87	1.83	75.42	76.39	73.06
Canned and preserved fruits and vegetables.....	38.9	39.5	40.7	1.21	1.25	1.22	47.07	49.37	49.60
Grain mill products.....	42.7	42.5	43.0	1.81	1.79	1.74	77.21	75.92	74.84
Bread and other bakery products.....	41.3	41.4	41.6	1.49	1.49	1.45	61.63	61.87	60.17
Distilled liquors.....	40.8	42.1	39.8	2.04	2.07	2.01	83.30	86.95	79.99
Malt liquors.....	39.2	39.0	39.0	2.34	2.35	2.31	91.70	91.65	90.04
Tobacco and tobacco products.....	39.4	40.3	39.9	1.81	1.90	1.90	71.20	76.65	64.11
Rubber products.....	42.3	42.2	40.8	1.91	1.91	1.81	80.59	80.78	73.87
Leather products.....	41.5	40.6	40.4	1.25	1.24	1.22	51.95	50.45	49.36
Boots and shoes (except rubber).....	41.0	39.7	39.8	1.20	1.19	1.17	49.02	47.15	46.50
Other leather products.....	42.7	42.5	41.7	1.37	1.35	1.34	58.51	57.61	55.81
Textile products (except clothing).....	43.0	43.1	42.3	1.39	1.39	1.35	59.85	59.84	57.07
Cotton yarn and broad woven goods.....	41.9	42.0	40.6	1.42	1.42	1.37	59.61	59.47	55.47
Woolen goods.....	43.9	44.0	43.4	1.32	1.31	1.26	57.74	57.71	54.79
Synthetic textiles and silk.....	44.2	44.0	43.7	1.45	1.45	1.43	64.18	63.93	62.47
Clothing (textile and fur).....	38.7	39.3	38.0	1.19	1.19	1.15	45.92	46.67	43.58
Men's clothing.....	38.1	38.8	36.7	1.19	1.19	1.15	45.48	46.11	42.30
Women's clothing.....	36.8	37.8	36.2	1.23	1.25	1.21	45.35	47.28	43.57
Knit goods.....	42.2	42.5	41.9	1.11	1.11	1.09	47.02	47.26	45.53
*Wood products.....	40.0	41.8	41.1	1.62	1.62	1.59	68.18	67.50	65.33
Saw and planing mills.....	40.9	40.4	40.2	1.74	1.72	1.70	71.01	69.55	68.43
Furniture.....	44.1	44.5	42.8	1.48	1.49	1.45	65.43	66.35	62.04
Other wood products.....	43.1	43.0	42.2	1.35	1.35	1.33	58.42	58.14	56.22
Paper products.....	41.6	41.8	41.6	2.19	2.18	2.13	91.18	91.11	88.73
Pulp and paper mills.....	41.6	41.7	41.8	2.38	2.36	2.31	98.95	98.46	96.55
Other paper products.....	41.6	41.9	41.2	1.70	1.71	1.64	70.84	71.73	67.54
Printing, publishing and allied industries.....	39.2	39.1	39.1	2.25	2.24	2.17	88.25	87.61	84.71
*Iron and steel products.....	41.2	41.6	40.6	2.13	2.14	2.09	87.55	89.09	84.78
Agricultural implements.....	40.0	39.7	39.1	2.18	2.13	2.07	87.24	84.58	81.04
Fabricated and structural steel.....	41.2	40.8	41.7	2.09	2.08	2.06	86.10	84.61	85.97
Hardware and tools.....	42.6	42.5	41.8	1.77	1.78	1.77	75.55	75.68	73.97
Heating and cooking appliances.....	41.0	41.9	39.5	1.82	1.82	1.76	74.63	76.17	69.75
Iron castings.....	42.4	42.9	41.1	2.02	2.02	1.99	85.64	86.57	81.68
Machinery, industrial.....	41.5	41.7	41.5	2.00	1.99	1.96	82.90	83.11	81.12
Primary iron and steel.....	40.3	41.2	39.7	2.55	2.57	2.49	102.73	105.77	98.76
Sheet metal products.....	40.8	41.5	40.5	2.05	2.06	2.01	83.55	85.48	81.54
Wire and wire products.....	41.8	42.5	40.5	2.10	2.10	2.02	87.69	89.46	81.73
*Transportation equipment.....	41.5	41.2	40.6	2.17	2.17	2.07	90.00	89.15	84.14
Aircraft and parts.....	42.5	42.1	42.5	2.14	2.14	2.08	91.15	90.01	88.32
Motor vehicles.....	44.3	44.4	41.2	2.39	2.41	2.29	105.91	106.80	94.43
Motor vehicle parts and accessories.....	40.6	40.8	39.8	2.10	2.09	2.04	85.17	85.39	81.24
Railroad and rolling stock equipment.....	39.1	39.3	39.2	2.08	2.08	1.95	81.41	81.90	76.38
Shipbuilding and repairing.....	39.9	38.1	39.7	2.06	2.06	2.00	82.29	78.34	79.29
*Non-ferrous metal products.....	41.0	41.0	40.9	2.14	2.15	2.09	87.66	87.92	85.21
Aluminum products.....	41.7	42.1	43.6	1.87	1.88	1.82	78.15	79.04	79.10
Brass and copper products.....	41.3	42.1	40.0	2.01	2.03	1.99	83.00	85.53	79.86
Smelting and refining.....	40.4	40.0	40.2	2.40	2.41	2.31	96.95	96.36	92.96
*Electrical apparatus and supplies.....	41.8	41.6	40.7	1.89	1.88	1.85	79.18	78.44	75.24
Heavy electrical machinery and equipment.....	41.4	41.5	40.5	2.11	2.08	2.05	87.49	86.40	83.00
Telecommunication equipment.....	41.5	41.4	40.8	1.75	1.73	1.72	72.49	71.61	70.30
Refrigerators, vacuum cleaners and appliances.....	40.7	39.4	39.9	1.91	1.90	1.90	77.89	74.87	75.74
Wire and cable.....	42.7	43.0	41.3	2.07	2.11	2.01	88.40	90.76	82.98
Miscellaneous electrical products.....	42.5	42.2	40.8	1.80	1.79	1.74	76.55	75.65	71.22
*Non-metallic mineral products.....	43.1	43.8	42.8	1.87	1.89	1.82	80.86	82.60	78.17
Clay products.....	42.5	43.4	42.0	1.71	1.70	1.64	72.48	73.57	68.85
Glass and glass products.....	41.5	41.8	41.0	1.88	1.91	1.83	78.26	79.93	75.03
Products of petroleum and coal.....	41.6	41.3	40.9	2.64	2.59	2.55	109.82	106.93	104.12
Chemical products.....	40.9	40.9	40.4	2.06	2.04	2.01	84.10	83.63	81.25
Medicinal and pharmaceutical preparations.....	39.8	40.3	39.6	1.59	1.57	1.54	63.17	63.39	60.81
Acids, alkalis and salts.....	41.0	40.3	40.9	2.38	2.37	2.32	97.39	95.28	94.84
Miscellaneous manufacturing industries.....	42.3	42.5	42.2	1.49	1.48	1.46	62.94	62.97	61.59
Construction	40.6	41.9	40.8	1.98	1.97	1.96	80.32	82.69	79.70
Building and general engineering.....	40.8	41.8	41.2	2.16	2.15	2.14	87.94	89.95	88.10
Highways, bridges and streets.....	40.3	42.0	40.0	1.65	1.66	1.62	66.39	69.56	64.83
Electric and motor transportation.....	43.3	43.8	43.2	1.91	1.91	1.86	82.66	83.67	80.13
Service	38.4	38.7	39.0	1.08	1.08	1.06	41.42	41.68	41.34
Hotels and restaurants.....	38.1	38.6	39.0	1.05	1.05	1.04	39.94	40.44	40.41
Laundries and dry cleaning plants.....	40.1	40.0	39.8	1.04	1.03	1.02	41.57	41.35	40.41

*Durable manufactured goods industries.

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY, OCTOBER 1961

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1961	Sept. 1961	Oct. 1960	Oct. 1961	Sept. 1961	Oct. 1960	Oct. 1961	Sept. 1961	Oct. 1960
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	42.7	41.9	41.9	2.13	2.13	2.09	90.98	89.44	87.53
Metal mining.....	43.0	42.1	41.6	2.20	2.22	2.17	94.69	93.28	90.23
Gold.....	43.5	42.6	42.2	1.74	1.75	1.68	75.69	74.62	70.91
Other metal.....	42.8	41.9	41.3	2.38	2.39	2.36	101.75	100.07	97.66
Fuels.....	41.0	39.5	41.5	2.03	2.01	1.98	83.33	79.59	82.12
Coal.....	42.1	38.9	41.3	1.84	1.78	1.78	77.29	69.22	73.47
Oil and natural gas.....	39.2	40.6	42.0	2.38	2.37	2.34	93.60	96.09	98.11
Non-metal.....	43.7	44.0	43.5	1.84	1.93	1.90	83.32	85.10	82.86
Manufacturing	41.2	41.3	40.7	1.81	1.81	1.78	75.67	75.00	72.66
Durable goods.....	41.6	41.7	41.0	2.00	1.99	1.94	83.32	82.52	79.57
Non-durable goods.....	40.9	41.0	40.5	1.68	1.66	1.64	68.76	68.22	66.54
Food and beverages.....	40.3	40.8	40.4	1.60	1.53	1.56	64.32	62.52	63.11
Meat products.....	40.7	40.9	40.1	1.87	1.88	1.82	76.39	76.78	73.21
Canned and preserved fruits and vegetables.....	39.5	43.9	39.1	1.25	1.14	1.25	49.37	50.26	48.68
Grain mill products.....	42.5	42.8	42.7	1.79	1.81	1.73	75.92	77.43	73.81
Bread and other bakery products.....	41.4	41.3	41.8	1.49	1.50	1.46	61.87	61.78	61.29
Distilled liquors.....	42.1	40.9	41.7	2.07	2.07	2.00	86.95	84.70	83.65
Malt liquors.....	39.0	39.0	38.6	2.35	2.34	2.30	91.65	91.29	88.66
Tobacco and tobacco products.....	40.3	40.0	40.0	1.90	1.90	1.81	76.65	76.19	72.28
Rubber products.....	42.6	42.8	41.1	1.90	1.89	1.82	80.83	80.94	74.65
Leather products.....	40.6	41.5	39.5	1.24	1.24	1.21	50.47	51.49	47.99
Boots and shoes (except rubber).....	39.7	41.2	38.4	1.19	1.19	1.16	47.17	48.84	44.49
Other leather products.....	42.5	42.2	42.0	1.35	1.35	1.33	57.31	57.17	55.84
Textile products (except clothing).....	43.1	43.0	42.2	1.39	1.38	1.34	59.86	59.39	56.65
Cotton yarn and broad woven goods.....	42.0	42.0	40.1	1.42	1.41	1.36	59.47	59.44	54.51
Woolen goods.....	44.0	43.6	43.3	1.31	1.30	1.26	57.71	56.64	54.61
Synthetic textiles and silk.....	44.0	44.0	43.3	1.46	1.45	1.43	64.29	63.87	61.81
Clothing (textile and fur).....	39.3	39.6	38.8	1.19	1.19	1.15	46.71	47.19	44.84
Men's clothing.....	38.8	39.4	38.0	1.19	1.19	1.16	46.07	46.79	43.97
Women's clothing.....	37.9	38.2	37.2	1.25	1.27	1.22	47.45	48.45	45.36
Knit goods.....	42.4	41.9	42.0	1.11	1.11	1.08	47.18	46.36	45.54
*Wood products.....	41.7	42.3	41.5	1.62	1.62	1.59	67.48	68.53	66.05
Saw and planing mills.....	40.3	41.4	40.6	1.72	1.72	1.70	69.43	71.40	69.01
Furniture.....	44.6	44.3	43.5	1.49	1.49	1.46	66.52	65.85	63.36
Other wood products.....	43.0	42.8	41.6	1.35	1.34	1.34	58.14	57.52	55.99
Paper products.....	41.8	41.5	41.6	2.18	2.17	2.11	91.05	90.10	87.69
Pulp and paper mills.....	41.7	41.5	41.7	2.36	2.34	2.28	98.39	97.05	94.91
Other paper products.....	41.9	41.7	41.5	1.71	1.71	1.64	71.73	71.49	68.25
Printing, publishing and allied industries.....	39.1	39.5	39.2	2.24	2.25	2.16	87.70	89.07	84.65
*Iron and steel products.....	41.6	41.6	40.7	2.14	2.14	2.09	89.07	89.02	85.02
Agricultural implements.....	41.5	39.2	39.0	2.13	2.14	2.04	83.94	83.69	79.54
Fabricated and structural steel.....	40.8	41.0	38.2	2.08	2.10	2.07	84.61	86.20	79.29
Hardware and tools.....	42.5	42.8	41.5	1.78	1.79	1.77	75.68	76.48	73.27
Heating and cooking appliances.....	41.8	42.4	41.4	1.82	1.81	1.77	76.20	76.77	73.41
Iron castings.....	42.0	42.8	40.8	2.02	2.04	1.98	86.49	87.30	84.62
Machinery, industrial.....	41.7	41.8	41.4	1.99	1.99	1.96	83.11	83.47	81.28
Primary iron and steel.....	41.2	40.2	40.1	2.57	2.54	2.50	105.77	102.16	100.25
Sheet metal products.....	41.5	42.8	40.9	2.06	2.09	2.02	85.52	89.55	82.78
Wire and wire products.....	42.5	42.5	40.8	2.10	2.11	2.03	89.46	89.49	82.68
*Transportation equipment.....	41.2	40.7	40.5	2.17	2.12	2.05	89.16	86.48	82.96
Aircraft and parts.....	42.1	41.7	42.0	2.14	2.11	2.07	90.01	88.58	86.85
Motor vehicles.....	44.4	42.0	40.8	2.41	2.35	2.24	106.80	98.53	91.34
Motor vehicle parts and accessories.....	40.8	39.7	39.6	2.09	2.08	2.00	85.39	82.61	79.29
Railroad and rolling stock equipment.....	39.4	39.7	40.0	2.08	2.08	1.96	82.02	82.62	78.32
Shipbuilding and repairing.....	38.1	40.3	39.6	2.06	2.07	1.98	78.23	83.35	78.26
*Non-ferrous metal products.....	41.0	41.0	40.9	2.13	2.14	2.09	87.43	87.65	85.70
Aluminum products.....	42.1	42.7	43.8	1.88	1.88	1.84	79.04	80.23	80.67
Brass and copper products.....	42.1	42.6	39.3	2.03	2.02	1.98	85.53	86.21	79.28
Smelting and refining.....	40.0	39.8	40.3	2.39	2.39	2.31	95.49	95.12	93.23
*Electrical apparatus and supplies.....	41.6	42.0	40.7	1.88	1.89	1.84	78.43	79.53	74.64
Heavy electrical machinery and equipment.....	41.5	41.8	40.4	2.08	2.08	2.05	86.39	87.25	82.72
Telecommunication equipment.....	41.4	41.7	40.8	1.73	1.73	1.68	71.61	72.11	68.60
Refrigerators, vacuum cleaners and appliances.....	39.4	40.9	40.2	1.90	1.91	1.88	74.87	77.92	75.62
Wire and cable.....	43.0	43.3	40.9	2.11	2.12	2.03	90.76	91.70	82.93
Miscellaneous electrical products.....	42.2	42.3	40.7	1.79	1.82	1.73	75.63	76.78	70.27
*Non-metallic mineral products.....	43.8	43.7	42.8	1.89	1.87	1.82	82.71	81.72	78.07
Clay products.....	43.4	43.2	42.9	1.70	1.70	1.64	73.57	73.36	70.31
Glass and glass products.....	41.8	41.4	40.7	1.91	1.88	1.84	79.83	77.61	74.71
Products of petroleum and coal.....	41.2	40.4	41.5	2.59	2.56	2.55	106.74	103.32	105.93
Chemical products.....	40.9	41.2	40.4	2.04	2.04	2.00	83.60	81.32	80.84
Medical and pharmaceutical preparations.....	40.3	40.3	39.8	1.57	1.56	1.53	63.37	63.69	60.91
Acids, alkalis and salts.....	40.3	40.6	40.2	2.37	2.37	2.31	95.28	96.36	92.79
Miscellaneous manufacturing industries.....	42.5	42.1	42.3	1.48	1.49	1.45	62.97	62.61	61.26
Construction	41.9	42.5	41.8	1.97	1.96	1.95	82.67	82.41	81.51
Building and general engineering.....	41.8	42.2	41.6	2.15	2.14	2.14	89.67	90.48	88.97
Highways, bridges and streets.....	42.0	43.0	42.2	1.66	1.66	1.62	69.48	71.28	68.28
Electric and motor transportation.....	43.7	43.6	43.4	1.91	1.90	1.85	83.37	82.63	80.43
Service	38.7	38.6	38.9	1.08	1.07	1.06	41.71	41.36	41.19
Hotels and restaurants.....	38.6	38.4	38.7	1.05	1.04	1.03	40.44	39.82	40.09
Laundries and dry cleaning plants.....	40.0	40.3	40.1	1.03	1.04	1.02	41.37	41.83	40.73

*Durable manufactured goods industries.

**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED
WAGE EARNERS IN MANUFACTURING**

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949-100)	
				Current Dollars	1949 Dollars
	No.	\$	\$	No.	
Monthly Average 1955.....	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956.....	41.0	1.52	62.40	149.5	126.3
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Last Pay Period in:					
1960 October.....	40.6	1.78	72.66	174.1	134.3
November.....	40.6	1.79	72.82	174.5	134.6
December.....	38.7	1.82	70.60	169.1	130.9
1961 January.....	40.1	1.81	72.76	174.3	135.2
February.....	40.4	1.82	72.40	175.9	136.2
March.....	40.3	1.83	73.64	176.4	136.7
April.....	40.6	1.84	74.56	178.6	138.5
May.....	40.5	1.84	74.44	178.3	138.3
June.....	41.0	1.83	75.02	179.7	139.3
July.....	40.6	1.82	73.95	177.2	137.3
August.....	40.9	1.82	74.26	177.9	137.8
September.....	41.3	1.81	75.00	179.7	139.1
October*.....	41.2	1.84	75.69	181.3	139.8
November†.....	41.1	1.84	75.66	181.3	139.7

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

* Revised.

† Latest figures subject to revision.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
February 1, 1957.....	18,117	12,376	30,493	447,210	112,994	560,204
February 1, 1958.....	6,822	7,860	14,682	661,965	167,512	829,477
February 1, 1959.....	9,425	9,295	18,720	615,788	175,574	791,362
February 1, 1960.....	8,206	10,325	18,531	606,165	180,129	786,294
February 1, 1961.....	8,866	8,377	17,243	668,766	185,972	854,738
March 1, 1961.....	8,786	9,513	18,299	691,351	186,991	878,342
April 1, 1961.....	9,927	11,387	21,314	683,034	180,982	864,016
May 1, 1961.....	14,098	13,802	27,900	594,904	172,884	767,788
June 1, 1961.....	17,078	17,208	34,286	418,218	151,611	569,829
July 1, 1961.....	15,103	16,445	31,548	268,284	125,447	393,731
August 1, 1961.....	15,880	14,732	30,612	246,016	117,993	364,009
September 1, 1961.....	14,963	17,850	32,813	216,245	104,695	320,940
October 1, 1961.....	14,645	17,066	31,711	216,358	101,260	317,618
November 1, 1961.....	12,936	14,979	27,915	249,228	107,667	356,895
December 1, 1961.....	17,462	15,940	33,402	R 329,306	R 124,966	R 454,272
January 1, 1962 ⁽¹⁾	11,402	10,866	22,268	478,470	136,566	615,036
February 1, 1962 ⁽¹⁾	11,428	12,069	23,497	570,061	161,094	731,155

⁽¹⁾ Latest figures subject to revision.

*Current Vacancies only. Deferred Vacancies are excluded.

R-Revised.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED BY YEAR, 1957-1960, AND BY MONTH, DECEMBER 1960-DECEMBER 1961

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1957.....	2,714,759	938,704	720,798	398,740	586,780	290,924
1958.....	2,790,412	1,012,974	620,394	374,245	548,663	291,466
1959.....	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960.....	3,046,572	1,167,427	724,098	404,824	641,872	316,428
December 1960.....	413,682	106,677	56,578	30,079	57,549	27,980
January 1961.....	325,690	101,372	47,263	28,403	41,861	21,498
February.....	234,354	73,854	40,440	25,796	34,961	18,763
March.....	238,863	77,357	49,241	31,280	41,589	22,285
April.....	215,093	77,950	58,172	32,159	49,354	23,000
May.....	229,959	88,523	89,371	41,316	81,694	30,861
June.....	230,718	100,318	81,236	47,267	73,620	37,793
July.....	231,069	98,915	74,950	44,374	66,017	37,286
August.....	232,512	100,946	86,849	57,620	76,895	45,527
September.....	234,100	92,605	84,048	46,469	80,430	38,934
October.....	262,415	94,783	78,281	39,501	70,797	31,679
November.....	328,443	108,175	83,750	38,498	70,353	28,162
December.....	361,979	91,992	62,933	36,436	61,219	35,284

TABLE D-3—PLACEMENTS EFFECTED BY INDUSTRY AND BY SEX FOR DECEMBER 1961

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from
				December 1960
Agriculture, Fishing, Trapping.....	758	141	899	+ 265
Forestry.....	1,618	31	1,649	+ 368
Mining, Quarrying and Oil Wells.....	589	51	640	+ 112
Metal Mining.....	248	9	257	+ 65
Fuels.....	190	26	216	+ 36
Non-Metal Mining.....	64	2	66	+ 40
Quarrying, Clay and Sand Pits.....	15	.....	15	+ 3
Prospecting.....	72	14	86	— 32
Manufacturing.....	8,033	4,278	12,311	+ 2,797
Foods and Beverages.....	766	547	1,313	+ 214
Tobacco and Tobacco Products.....	145	93	238	+ 154
Rubber Products.....	52	71	123	+ 68
Leather Products.....	143	199	342	— 14
Textile Products (except clothing).....	248	216	464	+ 109
Clothing (textile and fur).....	281	1,246	1,527	+ 178
Wood Products.....	1,252	161	1,413	+ 166
Paper Products.....	794	199	993	— 1
Printing, Publishing and Allied Industries.....	244	309	553	+ 147
Iron and Steel Products.....	1,291	207	1,498	+ 319
Transportation Equipment.....	1,408	155	1,563	+ 599
Non-Ferrous Metal Products.....	254	104	358	— 16
Electrical Apparatus and Supplies.....	406	282	688	+ 390
Non-Metallic Mineral Products.....	209	77	286	+ 119
Products of Petroleum and Coal.....	20	17	37	+ 4
Chemical Products.....	283	127	410	+ 200
Miscellaneous Manufacturing Industries.....	237	268	505	+ 161
Construction.....	7,731	115	7,846	+ 1,079
General Contractors.....	5,280	77	5,357	+ 654
Special Trade Contractors.....	2,451	38	2,489	+ 425
Transportation, Storage and Communication.....	5,431	236	5,667	+ 770
Transportation.....	5,214	114	5,328	+ 761
Storage.....	184	28	212	+ 7
Communication.....	33	94	127	+ 2
Public Utility Operation.....	299	35	334	+ 82
Trade.....	5,907	5,993	11,900	+ 3,201
Wholesale.....	2,130	739	2,869	+ 617
Retail.....	3,777	5,254	9,031	+ 2,584
Finance, Insurance and Real Estate.....	350	507	857	+ 123
Service.....	30,503	23,897	54,400	+ 2,168
Community or Public Service.....	648	1,033	1,681	— 97
Government Service.....	26,103	14,363	40,466	+ 1,460
Recreation Service.....	192	96	288	+ 89
Business Service.....	845	534	1,379	+ 264
Personal Service.....	2,715	7,871	10,586	+ 452
GRAND TOTAL.....	61,219	35,284	96,503	+10,965

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX
AS AT DECEMBER 29, 1961⁽¹⁾**

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers.....	7,966	1,777	9,743
Clerical Workers.....	17,459	41,795	59,254
Sales Workers.....	7,877	12,019	19,896
Personal and Domestic Service Workers.....	38,893	26,866	65,759
Seamen.....	4,506	74	4,580
Agriculture, Fishing, Forestry (Ex. log.).....	7,153	865	8,023
Skilled and Semi-Skilled Workers.....	220,556	24,052	244,608
Food and kindred products (incl. tobacco).....	2,055	658	2,713
Textiles, clothing, etc.....	3,712	16,015	19,727
Lumber and lumber products.....	25,112	138	25,250
Pulp, paper (incl. printing).....	1,247	488	1,735
Leather and leather products.....	1,305	1,148	2,453
Stone, clay and glass products.....	869	46	915
Metalworking.....	18,995	879	19,874
Electrical.....	3,177	916	4,093
Transportation equipment.....	584	32	616
Mining.....	2,393		2,393
Construction.....	68,305	10	68,315
Transportation (except seamen).....	41,782	111	41,893
Communications and public utility.....	1,284	2	1,286
Trade and service.....	6,712	2,195	8,907
Other skilled and semi-skilled.....	30,448	1,064	31,512
Foremen.....	5,326	341	5,667
Apprentices.....	7,250	9	7,259
Unskilled Workers.....	174,055	29,118	203,173
Food and tobacco.....	7,632	10,370	18,002
Lumber and lumber products.....	19,394	449	19,843
Metalworking.....	3,502	572	4,074
Construction.....	92,353	1	92,354
Other unskilled workers.....	46,174	17,726	63,900
GRAND TOTAL.....	478,470	136,566	615,036

⁽¹⁾ Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS AT DECEMBER 29, 1961

(Source: National Employment Service, Unemployment Insurance Commission)

Office	(1) Dec. 29, 1961	Previous Year Dec. 29, 1960	Office	(1) Dec. 29, 1961	Previous Year Dec. 29, 1960
Newfoundland	21,268	24,869	Quebec—Conc'd.		
Corner Brook	4,316	5,275	Sherbrooke	5,365	6,736
Grand Falls	2,025	2,238	Sorel	2,794	3,296
St. John's	14,927	17,356	Thetford Mines	1,913	2,596
			Trois-Rivières	5,464	6,580
Prince Edward Island	4,841	4,841	Val d'Or	1,530	2,267
Charlottetown	2,645	3,068	Valleyfield	2,617	3,113
Summerside	1,802	1,773	Victoriaville	2,304	3,426
			Ville St. Georges	2,618	2,767
Nova Scotia	27,119	30,316	Ontario	188,875	238,878
Amherst	1,190	1,413	Arnprior	461	456
Bridgewater	1,658	2,208	Barrie	1,408	1,705
Halifax	4,966	5,438	Belleville	2,068	2,391
Inverness	981	1,047	Bracebridge	1,431	1,736
Kentville	2,241	3,234	Brampton	1,380	1,741
Liverpool	629	772	Brantford	3,213	3,914
New Glasgow	3,608	4,347	Brockville	706	960
Springhill	1,020	1,161	Carleton Place	333	447
Sydney	5,067	5,798	Chatham	2,541	2,649
Sydney Mines*	1,433		Cobourg	1,117	1,238
Truro	1,959	2,191	Collingwood	1,063	1,389
Yarmouth	2,367	2,707	Cornwall	3,659	4,334
			Elliot Lake	638	423
New Brunswick	27,334	32,153	Fort Erie	750	977
Bathurst	4,930	5,356	Fort Frances	785	760
Campbellton	1,804	2,587	Fort William	2,922	3,407
Edmundston	2,125	2,478	Galt	1,594	2,432
Fredericton	1,625	2,166	Gananoque	460	500
Minto	420	659	Goderich	777	862
Moncton	7,286	8,423	Guelph	2,110	3,021
Newcastle	2,477	2,687	Hamilton	13,819	19,691
Saint John	3,261	3,685	Hawkesbury	947	1,305
St. Stephen	1,421	1,760	Kapuskasing	892	869
Sussex	627	787	Kenora	1,126	1,015
Woodstock	1,358	1,565	Kingston	2,485	2,403
			Kirkland Lake	1,502	1,727
Quebec	187,701	227,357	Kitchener	3,375	5,959
Alma	2,487	2,358	Leamington	910	1,772
Asbestos	666	965	Lindsay	784	856
Baie Comeau	1,096	764	Listowel	515	679
Beauharnois	1,464	1,851	London	4,288	6,886
Buckingham	1,160	1,382	Long Branch	3,656	6,115
Causapscal	1,810	2,241	Midland	1,477	1,546
Chandler	2,136	2,163	Napanee	857	857
Chicoutimi	2,445	2,397	Newmarket	1,369	1,785
Cowansville	403	604	Niagara Falls	3,030	3,573
Dolbeau	1,274	1,324	North Bay	1,815	2,444
Drummondville	2,487	2,918	Oakville	876	1,255
Farnham	744	891	Orillia	1,108	1,724
Forestville	927	784	Oshawa	4,611	5,037
Gaspé	1,694	1,690	Ottawa	6,794	7,281
Granby	3,033	3,496	Owen Sound	1,919	2,355
Hull	3,997	4,569	Parry Sound	757	674
Joliette	4,543	5,298	Pembroke	1,992	2,142
Jonquière	2,799	2,935	Perth	668	786
Lachute	935	1,112	Peterborough	3,537	4,311
La Malbaie	2,148	2,115	Pictou	572	706
La Tuque	1,131	1,067	Port Arthur	4,757	4,710
Lévis	4,072	5,439	Port Colborne	1,132	1,385
Louiseville	1,225	1,404	Prescott	978	1,234
Magog	722	888	Renfrew	598	815
Maniwaki	772	1,084	St. Catharines	4,903	5,913
Matane	2,644	2,512	St. Thomas	1,259	1,591
Mégantic	1,008	1,457	Sarnia	2,960	3,629
Mont-Laurier	991	1,143	Sault Ste. Marie	3,137	4,129
Montmagny	2,030	2,193	Simcoe	1,432	1,534
Montréal	61,778	82,958	Sioux Lookout	255	217
New Richmond	1,880	2,054	Smiths Falls	552	673
Port Alfred	1,388	1,307	Stratford	896	1,201
Québec	13,201	15,024	Sturgeon Falls	1,086	1,137
Rimouski	4,531	4,384	Sudbury	3,826	4,733
Rivière du Loup	4,750	4,680	Tillsonburg	419	500
Roberval	1,491	1,340	Timmins	2,286	2,462
Rouyn	2,375	2,904	Toronto	43,579	57,497
Ste. Agathe des Monts	906	1,251	Trenton	838	1,113
Ste. Anne de Bellevue	1,065	1,476	Walkerton	1,101	1,364
Ste. Thérèse	2,365	3,146	Wallaceburg	919	1,008
St. Hyacinthe	2,453	3,550	Welland	2,630	2,930
St. Jean	2,226	2,774	Weston	3,725	4,763
St. Jérôme	2,485	2,929	Windsor	9,512	11,428
Sept-Îles	2,422	2,618	Woodstock	998	1,817
Shawinigan	4,847	5,137			

TABLE D-5—REGISTRATIONS AT DECEMBER 29, 1961

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	(1) Dec. 29, 1961	Previous Year Dec. 29, 1960	Office	(1) Dec. 29, 1961	Previous Year Dec. 29, 1960
Manitoba	30,269	29,913	British Columbia	71,284	85,439
Brandon.....	2,826	2,984	Chilliwack.....	2,670	2,627
Dauphin.....	1,987	2,018	Courtenay.....	1,731	1,857
Flin Flon.....	248	243	Cranbrook.....	1,026	1,549
Portage la Prairie.....	1,530	1,546	Dawson Creek.....	998	1,175
The Pas.....	423	454	Duncan.....	1,264	1,518
Winnipeg.....	23,255	22,668	Kamloops.....	1,636	1,630
Saskatchewan	22,949	23,998	Kelowna.....	1,911	2,045
Estevan.....	537	685	Kitimat.....	213	245
Lloydminster.....	606	635	Mission City.....	1,683	1,797
Moose Jaw.....	1,813	1,839	Nanaimo.....	1,385	1,999
North Battleford.....	1,406	1,499	Nelson.....	1,279	1,456
Prince Albert.....	2,750	2,815	New Westminster.....	10,652	11,861
Regina.....	5,613	5,862	Penticton.....	1,907	2,114
Saskatoon.....	5,120	5,484	Port Alberni.....	770	1,170
Swift Current.....	1,273	1,215	Prince George.....	1,716	2,545
Weyburn.....	630	690	Prince Rupert.....	1,688	2,681
Yorkton.....	3,201	3,274	Princeton.....	716	663
Alberta	33,790	36,918	Quesnel.....	970	1,307
Blairmore.....	547	463	Trail.....	1,112	1,183
Calgary.....	10,005	11,427	Vancouver.....	28,976	35,362
Drumheller.....	584	442	Vernon.....	2,453	2,696
Edmonton.....	14,739	16,599	Victoria.....	3,956	5,328
Edson.....	480	597	Whitehorse.....	572	631
Grande Prairie.....	881	1,132	Canada	615,036	734,682
Lethbridge.....	3,323	3,115	Males.....	478,470	570,789
Medicine Hat.....	1,628	1,497	Females.....	136,566	163,893
Red Deer.....	1,603	1,646			

(1) Preliminary subject to revision.

* Prior to March 1961, the office at Sydney Mines, N.S. operated as a branch of the Sydney, N.S. local office.

E—Unemployment Insurance

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1961—October.....	4,006,000	3,737,300	268,700
September.....	3,966,000	3,736,800	229,200
August.....	3,987,000	3,757,700	229,300
July.....	3,971,000	3,715,700	255,300
June.....	3,943,000	3,676,100	266,900
May.....	3,891,000	3,550,000	341,000
April.....	4,126,000	3,412,900	713,100
March.....	4,210,000	3,372,000	838,000
February.....	4,247,000	3,374,200	872,800
January.....	4,240,000	3,393,100	846,900
1960—December.....	4,251,000	3,496,900	754,100
November.....	4,110,000	3,624,800	485,200
October.....	4,002,000	3,671,800	330,200

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, NOVEMBER 30, 1961

SOURCE: Report on Operation of Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Number of weeks on claim							Percentage Postal	November 30, 1960 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	385,964	180,727	49,564	56,335	31,361	18,402	12,317	37,258	31.5	485,177
Male.....	286,374	146,424	38,702	40,395	20,244	11,207	7,196	22,206	33.5	364,136
Female.....	99,590	34,303	10,862	15,940	11,117	7,195	5,121	15,052	25.9	121,041
Newfoundland.....	13,810	9,007	1,245	1,328	564	354	250	1,062	75.1	16,401
Male.....	12,647	8,691	1,141	1,120	432	261	167	835	77.1	14,928
Female.....	1,163	316	104	208	132	93	83	227	52.9	1,473
Prince Edward Island.....	1,850	1,178	190	170	100	53	34	125	68.1	2,576
Male.....	1,357	927	146	115	61	27	16	65	71.3	1,999
Female.....	493	251	44	55	39	26	18	60	59.0	577
Nova Scotia.....	18,546	8,100	2,310	2,367	1,782	1,002	595	2,390	40.6	22,561
Male.....	15,203	7,077	1,949	1,824	1,364	739	418	1,832	41.2	19,190
Female.....	3,343	1,023	361	543	418	263	177	558	37.5	3,371
New Brunswick.....	14,962	6,803	1,963	2,373	1,196	621	442	1,564	58.9	18,745
Male.....	11,436	5,625	1,625	1,736	781	393	258	1,018	60.2	14,954
Female.....	3,526	1,178	338	637	415	228	184	546	51.9	3,791
Quebec.....	107,561	49,873	13,076	15,352	8,943	5,340	3,639	11,338	31.2	140,109
Male.....	77,910	39,254	9,967	11,157	5,934	3,207	1,998	6,393	33.0	101,468
Female.....	29,651	10,619	3,109	4,195	3,009	2,133	1,641	4,945	26.6	38,641
Ontario.....	121,689	55,117	15,311	18,227	10,149	6,221	4,128	12,536	21.9	155,506
Male.....	86,773	43,242	11,492	12,401	6,295	3,726	2,440	7,177	22.2	110,964
Female.....	34,916	11,875	3,819	5,826	3,854	2,495	1,688	5,359	21.3	44,542
Manitoba.....	18,497	8,405	2,766	2,745	1,534	866	650	1,531	28.3	22,218
Male.....	13,989	6,727	2,186	1,985	1,046	585	441	1,019	32.0	17,240
Female.....	4,508	1,678	580	760	488	281	209	512	16.9	4,978
Saskatchewan.....	13,790	6,369	2,116	2,133	1,150	643	419	960	49.4	13,834
Male.....	10,759	5,533	1,737	1,586	750	373	249	531	53.5	10,847
Female.....	3,031	836	379	547	400	270	170	429	35.1	2,987
Alberta.....	22,738	10,863	3,434	3,562	1,712	1,048	590	1,529	32.4	27,471
Male.....	16,968	9,173	2,653	2,482	935	555	289	881	35.1	21,271
Female.....	5,770	1,690	781	1,080	777	493	301	648	24.5	6,200
British Columbia.....	52,521	25,012	7,153	8,078	4,231	2,254	1,570	4,223	26.7	65,756
Male.....	39,332	20,175	5,806	5,989	2,646	1,341	920	2,455	27.8	51,275
Female.....	13,189	4,837	1,347	2,089	1,585	913	650	1,768	23.5	14,481

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
NOVEMBER, 1961**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	9,762	8,380	1,382	6,603	5,322	1,281	4,141
Prince Edward Island.....	1,465	1,205	260	781	634	147	797
Nova Scotia.....	10,964	7,476	3,488	8,377	6,911	1,466	4,128
New Brunswick.....	9,466	7,136	2,330	7,327	5,831	1,496	3,599
Quebec.....	67,055	47,047	20,008	57,131	42,999	14,132	25,610
Ontario.....	78,401	52,819	25,582	68,822	52,021	16,801	25,582
Manitoba.....	14,397	10,270	4,127	11,843	9,470	2,373	4,279
Saskatchewan.....	9,704	7,188	2,516	7,935	5,945	1,990	3,151
Alberta.....	15,687	10,710	4,977	13,732	10,569	3,163	4,829
British Columbia.....	35,650	26,169	9,481	29,995	19,762	10,233	11,773
Total, Canada, November 1961..	252,551	178,400	74,151	212,546	159,464	53,082	87,889
Total, Canada, October 1961.....	158,060	96,870	61,190	146,330	102,637	43,693	47,884
Total, Canada, November 1960..	304,416	207,409	97,007	250,461	197,524	52,937	104,068

*In addition, revised claims received numbered 41,020.

†In addition, 41,988 revised claims were disposed of. Of these, 5,272 were special requests not granted and 2,129 were appeals by claimants. There were 9,763 revised claims pending at the end of the month.

**TABLE E-4—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,
NOVEMBER 1961**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	4.2	17,435	385,140
Prince Edward Island.....	0.6	2,639	53,833
Nova Scotia.....	9.7	40,534	911,350
New Brunswick.....	7.8	32,962	698,283
Quebec.....	60.1	252,564	5,864,116
Ontario.....	71.3	299,659	7,331,052
Manitoba.....	10.4	43,733	1,029,893
Saskatchewan.....	6.7	27,940	641,919
Alberta.....	11.8	49,636	1,181,896
British Columbia.....	27.2	114,128	2,840,831
Total, Canada, November 1961.....	209.8	881,230	20,938,313
Total, Canada, October 1961.....	173.3	727,724	17,115,047
Total, Canada, November 1960.....	272.9	1,146,188	26,583,608

*"Weeks paid" represent the total of complete and partial weeks of benefit paid during the month.

Technical Note to "E" Tables

Under the Unemployment Insurance Act contact between the claimant and the Unemployment Insurance Commission is made through a network of local offices. The statistics in Tables E-1 to E-4 relate mainly to local office claim operations.

Upon separation from employment, a person wishing to file a claim for benefit applies to the nearest local office of the Commission in person or by mail. An application for employment is taken by the Employment Branch of the local office and, if a suitable vacancy exists, a referral is made. If suitable employment is not available, a claim for benefit is taken by the Insurance Branch.

If the person applying for benefit has had no previous entitlement established, an initial claim will be taken and entitlement computed, otherwise a renewal claim will be filed. Initial and renewal claims thus constitute an advance notice by a claimant that he wishes to draw benefit. In some cases where employment is found immediately, however, the claimant may not return to prove unemployment.

The total of initial and renewal claims (Table E-3) thus approximates the number of new separations from insured employment during a month. To the extent that an initial claim is taken from a person who has exhausted his benefit and seeks re-establishment of further credits, the total would, however, constitute an overstatement of the volume of new separations.

Claims in the category "entitled to benefit" include initial claims established on which no disqualification was imposed, and renewal claims allowed, no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and, in addition, disqualifications imposed on either

initial or renewal claims. Claims not completely processed at the end of a month are shown as pending.

Claimants are required to report weekly, except postal claimants, who may report every two weeks. Data on claimants currently reporting to local offices are obtained from a count of individual unemployment registers in the current file at the month-end (Table E-2). Once a claim is taken, the document on which the record of current activity is maintained is placed in the current file and becomes dormant only after the scheduled reporting pattern has been broken twice in succession. The count of weeks of proved insured unemployment is begun again simultaneously with a new renewal claim and with initial claims, except those representing re-computation of additional credits. In these latter cases, the count is cumulated from the claim taken at the time the employment terminated.

Information on payments (Table E-4) is provided by Treasury offices of the Unemployment Insurance Commission and relates to payments made during a month. In some cases, however, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks of unemployment.

Estimates of the insured population (Table E-1) are based on a count of persons either working in insured employment or on claim at June 1 each year. Monthly estimates are based on the June count of persons employed projected, by industry, using employment indexes from *Employment and Payrolls* (Employment Section, Labour Division, D.B.S.). To these employment data are added the number of claimants reported at month end, as described above.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year.....	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year.....	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1960—December.....	129.3	124.2	133.3	112.4	141.8	154.9	146.6	115.8
1961—February.....	128.9	124.0	133.1	111.5	141.1	154.6	146.7	115.7
March.....	129.1	124.0	133.2	111.8	141.0	154.4	146.6	115.7
April.....	129.1	123.9	133.2	111.9	141.0	155.3	145.5	115.8
May.....	129.0	123.2	132.9	112.4	141.8	155.3	146.0	115.8
June.....	129.0	123.5	132.9	112.5	141.2	155.0	145.8	115.8
July.....	129.0	124.9	132.9	112.2	138.7	155.1	145.0	115.8
August.....	129.1	125.3	132.9	112.1	139.0	154.6	145.1	116.1
September.....	129.1	123.2	133.5	113.1	140.0	155.0	146.7	117.3
October.....	129.2	123.3	133.6	113.6	140.0	155.3	146.2	117.3
November.....	129.7	123.6	133.7	114.0	141.5	156.7	146.3	117.3
December.....	129.8	124.5	133.8	113.7	141.1	156.8	146.3	117.3
1962—January.....	129.7	124.8	134.0	111.6	140.6	156.8	146.6	117.3

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF DECEMBER 1961

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	Dec. 1960	Nov. 1961	Dec. 1961					
① St. John's, Nfld.....	116.3	116.4	116.5	110.4	115.2	110.7	111.9	132.8
Halifax.....	128.4	129.7	129.5	120.7	137.9	123.3	130.8	140.9
Saint John.....	130.3	130.8	130.7	124.3	141.5	121.0	124.8	144.4
Montreal.....	129.7	130.8	130.9	131.7	146.8	107.7	120.4	140.4
Ottawa.....	130.1	131.8	131.6	124.8	149.7	118.7	123.2	142.8
Toronto.....	131.8	131.9	131.9	123.5	152.1	117.2	126.2	141.2
Winnipeg.....	127.8	128.9	128.9	126.9	136.8	119.0	120.3	138.2
Saskatoon—Regina.....	125.4	126.4	126.1	123.0	124.3	123.9	126.6	131.5
Edmonton—Calgary.....	125.3	125.7	125.8	120.4	125.7	121.7	127.8	134.1
Vancouver.....	130.7	130.1	130.1	125.1	136.9	116.5	135.4	137.5

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

① St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 114, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1956-1961

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
1959.....	203	218	100,127	2,286,900	0.19
1960.....	268	274	49,408	738,700	0.06
1960: December.....	12	29	1,895	30,190	0.03
*1961: January.....	6	21	2,346	28,140	0.03
February.....	8	18	1,601	20,320	0.02
March.....	21	34	4,426	41,160	0.04
April.....	18	30	6,265	59,240	0.06
May.....	33	50	12,001	107,480	0.10
June.....	21	38	12,323	128,020	0.12
July.....	28	41	8,826	94,560	0.09
August.....	32	47	8,067	64,570	0.06
September.....	31	53	10,664	105,500	0.09
October.....	30	58	41,043	428,650	0.39
November.....	22	48	11,032	123,940	0.11
December.....	12	42	22,053	139,390	0.13

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, DECEMBER 1961, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....	—	—	—
Fishing.....	—	—	—
Mining.....	3	620	9,950
Manufacturing.....	22	18,842	88,550
Construction.....	9	975	8,800
Transportation, etc.....	2	995	16,580
Public utilities.....	—	—	—
Trade.....	4	106	2,190
Service.....	2	512	13,220
All industries.....	42	22,053	139,390

TABLE G-3—STRIKES AND LOCKOUTS, DECEMBER 1961, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	40	120
Prince Edward Island...	—	—	—
Nova Scotia.....	1	80	80
New Brunswick.....	2	156	3,430
Quebec.....	7	1,670	18,160
Ontario.....	21	18,833	97,030
Manitoba.....	1	40	800
Saskatchewan.....	—	—	—
Alberta.....	—	—	—
British Columbia.....	8	350	5,040
Federal.....	1	884	14,730
All jurisdictions.....	42	22,053	139,390

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
DECEMBER 1961**

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues ~ Result
			Decem- ber	Accu- mulated	Termi- nation Date	
MINING <i>Metal Mining</i> Opemiska Copper Mines Chapais, Que.	Mining Employees' Federation (CNTU)	450 (122)	9,000	22,500	Oct. 20	Job classification, sickness and accident insurance, seniority, union security~
MANUFACTURING <i>Textile Products</i> Hamilton Cotton and Trent Cotton, Dundas, Hamilton and Trenton, Ont.	Textile Workers' Union Locs. 723, 974 and 979 (AFL-CIO/CLC)	777	6,990	10,100	Nov. 27 Dec. 14	Wages~Wage increase, im- proved fringe benefits.
<i>Wood Products</i> Canadian Office and School Furniture, Preston, Ont.	Carpenters Loc. 3189 (AFL-CIO/CLC)	122	2,480	9,970	Sep. 8	Union security~
Dominion Ayers, Ayersville, Que.	Carpenters Loc. 3263 (AFL-CIO/CLC)	133 (26)	130	6,810	Sep. 22 Dec. 4	Wages~Settlement not re- ported.
<i>Transportation Equipment</i> Fruehauf Trailer, Dixie, Ont.	Auto Workers Loc. 252 (AFL-CIO/CLC)	161	160	6,520	Oct. 5, Dec. 4	Wages, hours, overtime~ Settlement not reported.
General Motors of Canada, Oshawa, other points, Ont.	Auto Workers Loc. 222 (AFL-CIO/CLC)	16,000 (2,340)	56,000	56,000	Dec. 8 Dec. 14	Wages, fringe benefits~ Minimum wage increase of 16¢ an hr. over 3-yr. agree- ment fringe benefits.
<i>Non-Ferrous Metals</i> R. D. Werner, Oshawa, Ont.	Steelworkers Loc. 2784 (AFL-CIO/CLC)	179	1,790	1,790	Dec. 15	Wages~
<i>Electrical Apparatus and Supplies</i> Canadian Westinghouse, Toronto, Ont.	U.E. Loc. 512 (Ind.)	139	2,820	3,110	Nov. 29	Wages, seniority, holidays ~
<i>Non-Metallic Mineral Products</i> Canada Cement, Montreal, Que.	Cement Workers Loc. 215 (AFL-CIO/CLC)	400	5,200	9,600	Nov. 16 Dec. 20	Wages, fringe benefits~5¢ an hr. increase retroactive to Aug. 1, 1961, 5¢ an hr. July 1, 1962; improved fringe benefits.
Canada Cement, Point Anne, Ont.	Cement Workers Loc. 219 (AFL-CIO/CLC)	150	1,950	3,600	Nov. 16 Dec. 20	Wages, fringe benefits~5¢ an hr. increase retroactive to Aug. 1, 1961, 5¢ an hr. July 1, 1962; improved fringe benefits.
Canada Cement, Port Colborne, Ont.	Cement Workers Loc. 305 (AFL-CIO/CLC)	109	1,410	2,610	Nov. 16 Dec. 20	Wages, fringe benefits~5¢ an hr. increase retroactive to Aug. 1, 1961, 5¢ an hr. July 1, 1962; improved fringe benefits.
Canada Cement, Woodstock, Ont.	Cement Workers Loc. 368 (AFL-CIO/CLC)	123	1,600	2,950	Nov. 16 Dec. 20	Wages, fringe benefits~5¢ an hr. increase retroactive to Aug. 1, 1961, 5¢ an hr. July 1, 1962; improved fringe benefits.
CONSTRUCTION Bedford District Contractors Association, Granby and district, Que.	Building Workers' Federation (CNTU)	505	1,520	2,030	Nov. 30 Dec. 6	Wages, hours, union secu- rity~Wage increase, re- duction in hours May 1, 1962 with same take-home pay.
Ontario lathing contractors, Toronto, Ont.	Lathers Loc. 97 (AFL-CIO/CLC)	100	2,000	3,800	Nov. 7	Alleged failure to honour agreement~
Saint John Builders' Exchange, Saint John, N.B.	Carpenters Loc. 1386 (AFL-CIO/CLC)	154	3,380	3,750	Nov. 27	Wages, working conditions, paid statutory holidays, union security~

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
DECEMBER 1961**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Decem- ber	Accu- mulated		
TRANSPORTATION ETC. <i>Transportation</i> Four automobile hauling firms, Oakville, Oshawa, Windsor, other points, Ont.	Teamsters Loc. 880 (Ind.)	111	1,850	2,220	Nov. 26	Wages, control of welfare fund~
Five automobile hauling firms, Various centres, Que. and Ont.	Teamsters Loc. 880 (Ind.)	884	14,730	17,680	Nov. 26	Wages, control of welfare fund~
SERVICE <i>Personal Service</i> Royal York Hotel, Toronto, Ont.	Hotel Employees Loc. 299 (AFL-CIO/CLC)	500	13,000	147,010	Apr. 24	Wages~

Figures in parentheses indicate the number of workers indirectly affected.

Explanatory Note to "Classification of Labour Market Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local market conditions based on an appraisal of the situation in each area. In considering each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, depending on the size and character of the area.

Group 2: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent, but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job applications to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions at local areas is obtained mainly from monthly reports submitted by each of the local

offices of the National Employment Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy. The key to this grouping is shown in the classification of labour market areas on page 144.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the names used include several other local office areas, as follows: Farnham-Granby includes Cowansville; Montreal includes Ste. Anne de Bellevue; Lac St. Jean includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and Alma; Gaspe includes Causapscaal, Chandler, Matane and New Richmond; Quebec North Shore includes La Malbaie, Forestville, Sept Iles and Baie Comeau; Sherbrooke includes Magog; Trois Rivières includes Louiseville; Toronto includes Long Branch, Oakville, Weston and Newmarket; Sudbury includes Elliot Lake; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 110 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.

Explanatory Notes to "Latest Labour Statistics"

(a) These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the employment characteristics of the civilian non-institutional population of working age. (About 30,000 households chosen by area sampling methods in approximately 110 different areas in Canada are visited each month). The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that had jobs or that did not have jobs and was seeking work during the survey week.

(b) Total applications on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.

WAGE SETTLEMENTS DURING THE SECOND HALF OF 1961

Collective agreements covering 500 or more employees concluded between July 1 and December 31, 1961, excluding agreements in the construction industry and agreements with wage terms in piece rates only.

Total Wage Increase in Cents per Hour*	Term of Agreement in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
0.....	3	7,200			1	550			1	1,200
0.1— 4.9.....	14	36,580			2	1,480	1	500		
5.0— 9.9.....	23	38,450			17	24,580	2	1,350	1	6,000
10.0—14.9.....	1	530			11	19,280	3	4,910	1	1,000
15.0—19.9.....					2	6,830			5	20,000
20.0—24.9.....					2	2,200			6	8,920
25.0—29.9.....					2	1,800				
30.0 and over.....										
Total.....	41	82,760			37	56,720	6	6,760	14	37,120

*Wage increases shown relate to base rates only. Data on employees covered are approximate and include all employees covered by the agreement.

WAGE SETTLEMENTS DURING 1961

Collective agreements covering 500 or more workers concluded between January 1 and December 31, 1961, excluding agreements in the construction industry and agreements with wage terms in piece rates only.

Total Wage Increase in Cents per Hour*	Term of Agreement in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agst.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
0.....	15	48,020			2	1,050			1	1,200
0.1— 4.9.....	23	50,150			4	4,080	1	500		
5.0— 9.9.....	41	62,920	2	2,230	29	37,150	2	1,350	3	7,500
10.0—14.9.....	3	1,550	1	880	24	151,620	3	4,910	7	9,600
15.0—19.9.....	1	1,200	3	2,690	6	10,130			12	31,150
20.0—24.9.....	1	800			13	13,300			6	8,920
25.0—29.9.....					2	1,800			2	1,900
30.0 and over.....	1	2,000			2	2,600			4	3,780
Total.....	85	166,640	6	5,800	82	222,090	6	6,760	35	64,050

*Wage increases shown relate to base rates only. Data on employees covered are approximate; they include all other categories that may be covered by each settlement, in addition to those receiving base rates.



THE ABOUT AZETTE



Municipal Winter Works Program (p. 283)

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(Continued on page three of cover)

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Program for Training Unemployed Workers

At March 31 last year, 5,763 unemployed workers were undergoing training under the federal-provincial training program for unemployed persons. In the period from then until the end of the year, a further 7,519 enrolled for training

From April 1, 1961 to the end of the year, 7,519 unemployed workers enrolled for training under the federal-provincial training program for unemployed persons. Figures used in arriving at this total are those reported to the Canadian Vocational Training Branch, Department of Labour, by participating provinces (see table below).

At March 31, the number in training was 5,763.

The accumulated enrolment during the year ended January 31, 1961 was 7,138, and that for the previous year, 3,621.

The program provides for technical and vocational training for unemployed persons registered with the National Employment Service. Costs of training and of the allowances paid to those undergoing training are shared by the federal and provincial governments.

In October the Minister of Labour wrote to all provinces suggesting a new schedule of higher maximum allowances (L.G., Nov. 1961, p. 1137). The decision on the amount of allowances to be paid is the prerogative of the provinces. The federal Government contributes 75 per cent of the allowances provided a minimum number of training days is reached in the province concerned; otherwise the federal share is 50 per cent.

In his letter, which set out the maximum allowances to which the federal contribution would apply, the Minister expressed the hope that higher allowances would encourage greater participation in the program.

The normal length of a full-time course is six months, although some courses may be shorter, as in the case of refresher courses or of certain types of training such as machine operation. Some occupations may require courses lasting as long as one year.

The type, length, and content of a course are usually determined by immediate or anticipated needs for different types of workers in the community where the training is to be given. In the courses currently being given, there is a considerable variety, although all provinces do not offer courses in all of the trades.

Most courses are meant to provide training in specific occupations in commercial, service, trade, technical and other fields. More general courses, designed as basic

training for skill development, include mathematics, science, and communication skills.

Welding, stenography, typing and clerical skills are taught in all provinces. The next most frequent subjects are auto mechanics, carpentry and electrician's skills, which are offered in eight provinces. Seven provinces offer courses in diesel mechanics, plumbing and heating, radio and TV repair, and machine tool operation.

Courses in auto body work, bricklaying and plastering, architectural drafting, barbering, cooking and chef training, hair-dressing, and courses in general vocational upgrading are available in six provinces, practical nursing in five.

Drafting, sewing, appliance repair, stationary engineering, heavy machine operating, small engine repair and oil burner repair are also among the subjects taught in at least two provinces.

An unemployed person does not lose his unemployment insurance benefits by refusing employment in favour of training or by turning down a job while in training. There are no fees charged for those accepted for training in courses established by the province.

All applicants must be registered with the National Employment Service office.

Unemployed Persons in Training, March 31, 1961 and Enrolled for Training, April 1, 1961 to December 31, 1961, by Province

Province	In Training Mar. 31, 1961	Enrolled from Apr. 1 to Dec. 31, 1961
Newfoundland.....	108	268
Prince Edward Island.....	33	18
Nova Scotia.....	178	351
New Brunswick.....	203	176
Quebec.....	2,960	996
Ontario.....	337	3,128
Manitoba.....	679	864
Saskatchewan.....	335	417
Alberta.....	367	410
British Columbia.....	563	891
Total.....	5,763	7,519

50 Years Ago This Month

One-cent wage increases common in early months of 1912 but prices also on rise
For refusing to sew with machines, 555 garment finishers in Toronto department store were discharged. Two hundred rail workers killed on job during 1910-11

Wage increases of the order of 1 cent an hour were common early in 1912. The LABOUR GAZETTE of March of that year reported that 50 machinists employed by the Pere Marquette Railway Company in St. Thomas had been given an increase of that amount.

In Brantford, Ont., iron moulders and 12 coremakers received an increase of 10 cents a day.

At the end of February, 60 labourers employed by the Hull Electric Railway Company went on strike for higher wages. On being granted an increase of 1 cent an hour, they went back to work the next day.

The Ottawa Electric Street Railway Company voluntarily increased the wages of 450 of its employees by 1 cent an hour.

Labourers employed by the city of Hamilton, however, got an increase of 2 cents an hour, which brought their pay to 22 cents an hour.

Policemen in three Ontario cities had their pay raised, in Guelph by \$50 a year, and in Berlin the increases ranged from \$100 to \$200 a year. "Police salaries at Niagara Falls were increased as follows, chief from \$1,140 to \$1,200, sergeant from \$960 to \$1,000, four patrolmen from \$840 to \$864 and one patrolman from \$720 to \$840."

The pay of labourers in Victoria was raised to \$3 from \$2.75 a day. Rock drillers in the same city got an increase to \$3.25 a day from \$3. At St. Jean, labourers had their wages increased from \$1.75 to \$2 a day, and labourers in Toronto were given an increase that brought their wages from \$2 to \$2.25 a day.

Prices Also Rise

During 1912, however, prices were rising rapidly. The Department of Labour's index of wholesale prices stood at 134.3 in February, compared with 131.4 in the previous month and 126.3 in February 1911. The index was based on the average level of prices during the decade 1890-99, and covered some 250 selected articles.

Dispute over Using Machines

"On February 14, fifty-five men in the employ of the T. Eaton Company of Toronto were discharged for refusing to sew with machines the linings in women's

coats," a LABOUR GAZETTE report said. "They claimed that this change in the method of finishing garments would deprive finishers of their work. On the following day 500 employees of the same company, 200 of whom were females, were discharged for refusing to work. No settlement was reported at the end of the month."

(According to reports in later issues of the LABOUR GAZETTE, this strike was never formally settled, but it became extinct by the gradual return to work of most of the strikers. The September 1912 issue stated that most of them had returned to work by August. The strike continued to be mentioned, however, until November, after which it ceased to be reported.)

Railway Work Injuries

With 141,224 persons employed in railway service at June 30, 1911, the number of employees killed in 1910-11 was 202, and the numbered injured, 1,314. This compared with 214 killed and 926 injured in the previous year, when employment totalled 123,768.

"The principal causes of accidents to employees were: falling from trains and cars, by which 26 were killed and 253 injured; coupling and uncoupling cars, which caused the death of 13 and injury to 191 persons; jumping on and off cars and engines, by which 15 were killed and 141 injured. In collisions 34 were killed and 119 injured."

Another item from the GAZETTE stated that "the railway property of Canada is now capitalized at \$1,528,629,201 . . . This is nearly 4 per cent of the entire value of the railways of the world."

Immigration

Regarding Chinese immigration, the LABOUR GAZETTE reported, "The returns . . . show that 805 Chinese were exempted from taxation on arrival in Canada, and 4,515 paying the tax. The total revenue for the year from this source amounted to \$2,262,056. In the previous year there were 688 Chinese exempted from the tax and 1,614 paid the tax on entry into Canada. Since 1886, 53,787 Chinese have entered Canada by paying the tax and 4,049 have entered exempt."

Employment Prospects Bright For Most University Graduates

Employment prospects are bright for the 15,500 students who are expected to graduate from Canadian universities and colleges this spring. More job opportunities than existed in 1961 are foreseen, and salaries are expected to be 3 to 5 per cent higher than last year, it is reported by the National Employment Service and by university placement officers.

The NES survey of supply and demand in 1962 for university graduates was prepared with the help of professional and other associations, and universities across Canada.

The NES predicts strong demand for lawyers, librarians, scientists, social workers, dentists, pharmacists and veterinarians. Supply and demand for forestry graduates, forest engineers, geologists and school teachers are in balance.

Starting salaries, the NES found, will range from about \$300 a month for commerce graduates to \$630 for a chemical engineer with a doctorate.

Chemical engineers will be in greatest demand, the university placement officers report. The demand for metallurgical engineers, honours graduates in chemistry and physics, and actuarial mathematicians will be nearly as great.

Graduates in all branches of engineering will be in demand, as will mature arts graduates to fill administrative positions in business and industry.

An estimated 500 graduates will be required this spring by the Civil Service Commission in Ottawa, with possibly an additional 200 during the year.

Opportunities for summer employment, however, will not be as plentiful as in some previous years. Automation and other technological changes have eliminated many of the temporary and semi-skilled jobs previously available to students for summer employment.

A larger number of graduates than in recent years are expected to undertake postgraduate work.

The 1962 graduating class is 12 per cent larger than last year's. Enrolment in the 1960-61 academic year numbered 114,000, an increase of 12 per cent over the previous year.

A good employment situation this year is foreseen by Hon. Michael Starr, Minister of Labour. "All the indices are excellent," he said in an address at a banquet last month honouring Bernard Shane, international vice-president of the International Ladies' Garment Workers' Union.

"A tremendous increase has been forecast in the general economy and this is already having a psychological effect on employment conditions," stated Mr. Starr.

N.S. Premier Sets Up Manpower Training Advisory Council

Premier Robert Stanfield of Nova Scotia announced in January the establishment of a Manpower Training Advisory Council for his province.

Mr. Stanfield, who is also Minister of Education, stated the nine-member Council would advise his department on vocational and technical training problems affecting high school students and adults. This education would be related to the needs of the economy as well as to the effective development of human resources.

The Committee was formed under terms of the Vocational and Technical Training Agreement signed last year by the province and the federal Government.

Chairman of the Council is W. Darrell Mills, Director of Vocational Education, Department of Education. The other members are:

—John H. Delaney, International Board Member, United Mine Workers of America.

—Donald R. Nicholson, Canadian Brotherhood of Railway, Transport and General Workers, representing the Nova Scotia Federation of Labour.

—S. R. Donaldson, Assistant General Manager, Enamel and Heating Products Ltd., representing the Nova Scotia branch of the Canadian Manufacturers' Association.

—A. B. Thompson, General Manager of the Halifax-Dartmouth Construction Association.

—R. E. Anderson, Deputy Minister of Labour.

—V. M. Knight, Deputy Minister of Trade and Industry.

—F. Waldo Walsh, Deputy Minister of Agriculture.

—G. A. Fraser, Moncton, representing the National Employment Service.

CNTU Presents Annual Brief To Government of Quebec

The Confederation of National Trade Unions presented its annual brief to the Quebec Government on February 20.

The brief called for the establishment of a provincial planning council in addition to short-term measures to control seasonal unemployment, the creation of several economic "poles" of development to supplement the economic activity of the Montreal region, and nationalization of hydro-electric power and other utility resources.

Further, the CNTU requested early action on a labour code and the establishment of labour courts, overhaul of the Labour Relations Board, amendments to the Labour Relations Act, the right of civil servants to belong to unions and enjoy union privileges, and an inquiry on the establishment of portable pension schemes.

The provincial planning council would fight unemployment by co-ordinating economic development, the CNTU said.

The Government was urged to study regional financing societies similar to those of France and Italy, with the object of creating "a few powerful poles of development to supplement the economic action of the Montreal area." That area had less unemployment than the rest of the province, CNTU President Jean Marchand explained, but could not keep on accommodating the influx of job seekers.

The Confederation expressed dissatisfaction with the rate of economic recovery in Quebec, stating that the unemployment situation was "much more serious than in the country as a whole and nearly twice as bad as Ontario's, and this ever since the end of the war."

Other Requests

The brief also requested the following:

—Amendments to the Labour Relations Act to eliminate delays in recognizing bargaining agents.

—Amendments to allow union organizers to reach more easily such workers as bush camp employees, and construction and other workers within private or mining concessions, or crown lands, and in company towns.

—Protection of the right of free negotiation for hospital employees.

—Participation by organized labour in the government committee studying public welfare.

—A government inquiry on the organization of a provincial health insurance scheme.

—An inquiry on automation; the brief emphasized that sufficient basic knowledge on the subject was still lacking although its effects were "readily visible."

Chamber of Commerce Suggests Tax Incentives to Spur Economy

In its annual pre-budget brief to the Ministers of Finance and National Revenue, the Executive Council of The Canadian Chamber of Commerce last month urged a stepped-up program of tax incentives to promote vigorous economic growth, and called on the Government to postpone further substantial measures of social security until the nation can afford them.

The Government was commended for steps it took in the last two budgets to stimulate investment by an acceleration of capital cost allowances and to encourage research expenditures.

Referring to the need for a re-examination of the over-all tax structure, the brief said "serious attention must be given to the effect of taxation on incentive and especially of the high rates of personal and corporate income tax..."

With respect to deficit financing, the brief said that "a deficit that arises from, or is induced by, a reduction in taxation would be much preferable to one that results from increased expenditures. This would be particularly so if the expenditures arose from new permanent programs with which the budget would be saddled for years ahead.

"A tax reduction would give a welcome stimulus to consumer spending and business initiative and would return a substantial revenue to the Government from increased activity. On the other hand, a new permanent expenditure would mean that an already high level of taxation would be perpetuated in order to finance that expenditure."

With respect to further welfare programs, the brief said in part: "...there should be no dispute about the proposition that new measures should await until the nation can afford them; government deficits must not be accepted as a permanent way of life."

Among other things, the brief said there should be continued efforts toward training the unemployed for industrial pursuits; in this increasingly technical society the ability of many male workers to find a job is almost in direct relation to the extent of their training.

The Government was asked to consider allowing as deductions under the Income Tax Act expenses incurred in the care and training of handicapped dependants.

1961 Edition Now Available of Workmen's Compensation Bulletin

The 1961 edition of an annual bulletin outlining the main provisions of provincial workmen's laws in Canada was released last month.

The publication, *Workmen's Compensation in Canada*, analyses and discusses in some detail the 10 provincial systems of workmen's compensation and describes the amendments made to the Acts in 1961.

In addition to the changes made in 1961, the bulletin deals in particular with the scope of the laws and their administration, risks covered, industrial diseases, the "waiting period," medical aid, rehabilitation, and accident prevention. The scale of benefits and the occupational diseases for which compensation is payable under the law in each province are set out in tables.

The bulletin includes also a brief review of the two federal laws in this field, the Government Employees Compensation Act and the Merchant Seamen Act, and a summary of the provisions of the Conventions and Recommendations of the International Labour Conference on workmen's compensation.

The bulletin is available from the Queen's Printer, Ottawa, at 25 cents a copy.

Primary Textile Industry; Wages and Hours 1960, just published, is the 18th report in an annual series covering 270 firms in the textile industry.

The information included in the report covers wage rates and hours of labour for more than 40,000 employees in a wide variety of textile industry occupations.

Copies of the report are available from The Queen's Printer, c/o Superintendent of Government Publications, Ottawa.

British Industrial Wages Rise, Weekly Hours Reduced in 1961

Average weekly wage rates of manual workers in the principal industries and services in Britain increased by 3.4 per cent during 1961, and average regular weekly hours were reduced by 1.8 per cent. This meant an increase of 5.2 per cent in average hourly wage rates.

Taking manufacturing industries only, weekly rates rose by 1.9 per cent, hours were reduced by 1.3 per cent, and hourly rates increased by 3.2 per cent, it is reported in the *Ministry of Labour Gazette* for January.

As a result of the changes in wages and hours of work, about 7,750,000 workers received an aggregate increase of £4,000-

000 a week, and about 5,750,000 employees had their normal weekly hours of work reduced by an average of nearly two hours. Of these numbers, however, a little more than 4,250,000 were affected by both wage increases and reductions in hours. Consequently, the total number of manual workers affected by the changes was about 9,250,000.

In Parliament Last Month

(page numbers refer to Hansard)

In February the House of Commons gave third reading to bills increasing from \$55 to \$65 a month the pension or allowances under the Old Age Security Act (p. 636); the Old Age Assistance Act (p. 726); the Blind Persons Act (p. 730); and the Disabled Persons Act (p. 764).

On February 1 the House talked out a private member's bill to amend the Industrial Relations and Disputes Investigation Act to extend from two months to three months the period before the expiry of a collective agreement during which negotiations may be opened, to reduce from 20 days to 10 days the period after notice by either party during which negotiations must begin, and to eliminate the conciliation board step (p. 451).

During the month the Minister of Labour announced that, "in view of the severe cold weather and heavy snowfalls" that have delayed many winter works projects, the Government had decided to extend the Municipal Winter Works Incentive Program from April 30 to May 31 (p. 1252). He also announced the amendment, effective February 1, of the unemployment insurance regulations increasing allowable earnings of dependents from \$14 to \$20 a week (p. 1128).

The Minister of Finance made a statement on the international agreement for regulation of trade in cotton textiles. The Government has made it clear that, although it accepts the principle of orderly growth in imports of low cost textiles, it will not accept "automatic increases in every item every year" (p. 927).

A motion to adjourn the House to discuss "a definite matter of urgent public importance, namely the alarming increase in unemployment and the decrease in total employment" between December and January, proposed by Hon. Paul Martin, was denied by the Speaker (p. 801).

On February 2, after three days of debate, the House approved supplementary estimates covering the "Do It Now" campaign and additional payments under the Municipal Winter Works Incentive Program (p. 481).

Municipal Winter Works Incentive Program

Projects approved for federal contribution to payroll costs in first 19 weeks of this winter's program provide employment for almost as many men and almost as many man-days of work as during entire 7½ months of last winter's program

Employment for an estimated 117,034 men had been provided under this winter's Municipal Winter Works Incentive Program up to February 23. The estimated number of man-days of work provided was 4,941,518.

Thus, at the end of 19 weeks, the number of men given employment, and the number of man-days of work provided, this year almost equal the numbers during the whole of last winter's program. The number of municipalities participating was, by February 23, already greater than last year's total for the entire period.

The number of men given employment so far this year is more than double, and the number of man-days almost triple the numbers during the 1959-60 program.

For the 1960-61 season the estimated number of men employed was 121,291 and the estimated man-days were 5,163,828. For the 1959-60 season the figures were 51,610 and 1,952,833 respectively, and for the 1958-59 season, 41,539 and 1,695,733.

The accompanying charts illustrate the growth of the program during the three seasons that have been completed since its inception in the autumn of 1958, that is, 1958-59, 1959-60 and 1960-61.

The Municipal Winter Works Incentive Program was inaugurated in 1958. In the winter of 1958-59, it lasted six months, from the beginning of December until the end of May. The next winter, too, it lasted six months.

For the winter of 1960-61, the opening date was advanced and the type of project that could qualify for the federal incentive

broadened. That winter the program covered a period of 7½ months, from October 15 to the end of May.

This winter's program began on October 15 and was scheduled to end on April 30 but has been extended to May 31. The type of project eligible was again broadened to include almost all municipal projects that would not have been carried out in the absence of the program.

The number of municipalities participating, the number of projects approved, the direct payroll costs of the approved projects and the federal share of direct payroll costs have all risen in each of the program's first three years. This trend is continuing during this, the fourth year.

During the 1961-62 season so far, 2,423 municipalities are participating in the program, compared with 2,163 in 1960-61, and 869 and 647 in the two previous seasons (see table).

The number of applications accepted during the 1961-62 season up to February 9 was 6,471, compared with 7,197 in the whole 1960-61 season. For the 1959-60 and 1958-59 seasons the corresponding figures were 2,602 and 2,328 (see table).

The estimated total cost of the undertakings approved up to February 23 was \$268,819 (of which \$209,296,000 was expected to be spent during the period of the program), compared with a total of \$296,266,000 for the entire 1960-61 program. The total cost of the 1959-60 program was \$113,367,000 and that of the 1958-59 program \$102,558,000.

MUNICIPAL WINTER WORKS INCENTIVE PROGRAM

Number of Municipalities Participating and Number of Applications Accepted, by Province, 1958-59, 1959-60 and 1960-61

Province	Number of Municipalities Participating			Number of Applications Accepted		
	1958-59	1959-60	1960-61	1958-59	1959-60	1960-61
British Columbia.....	88	102	131	319	406	768
Alberta.....	100	127	221	282	373	819
Saskatchewan.....	71	201	409	148	392	972
Manitoba.....	32	32	62	91	91	304
Ontario.....	195	204	364	697	761	1,726
Quebec.....	67	104	766	289	336	2,084
New Brunswick.....	24	25	67	214	70	204
Nova Scotia.....	42	43	41	232	113	105
Prince Edward Island.....	2	1	8	2	1	14
Newfoundland.....	22	20	40	46	48	136
Yukon—Northwest Territories.....	4	2	7	8	3	10
Indian Bands.....		8	47		8	55
CANADA.....	647	869	2,163	2,328	2,602	7,197

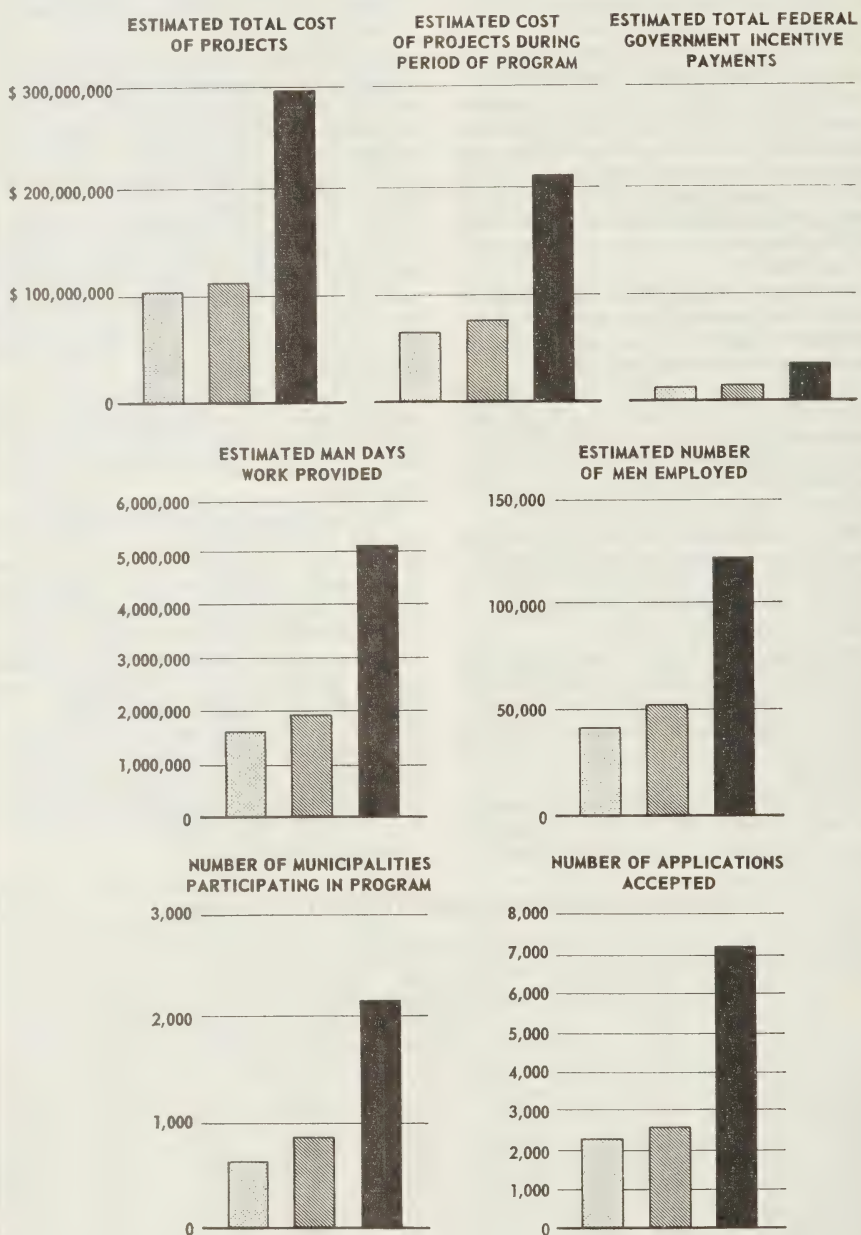
DEPARTMENT OF LABOUR MUNICIPAL WINTER WORKS INCENTIVE PROGRAM

Dec. 1, 1958 - May 31, 1959

Dec. 1, 1959 - May 31, 1960

Oct. 15, 1960 - May 31, 1961

CANADA TOTALS

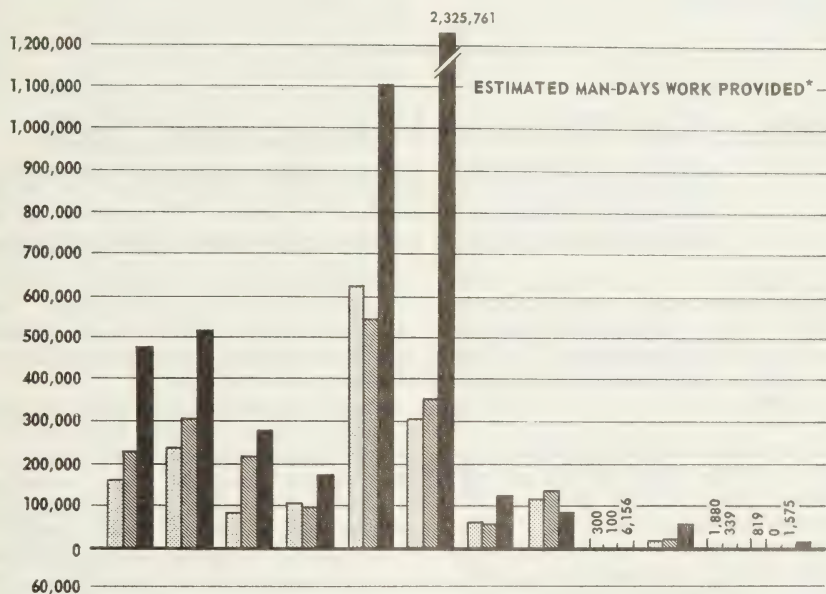


DEPARTMENT OF LABOUR MUNICIPAL WINTER WORKS INCENTIVE PROGRAM

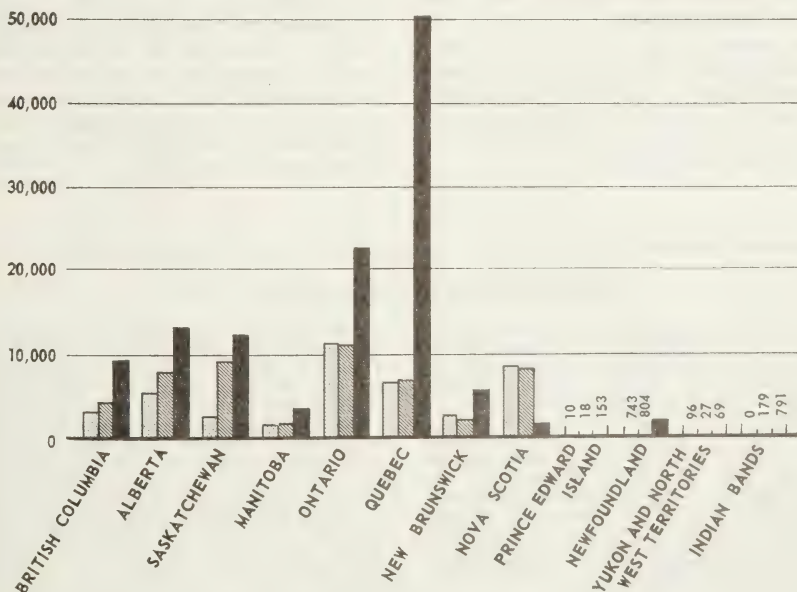
Dec. 1, 1958 - May 31, 1959

Dec. 1, 1959 - May 31, 1960

Oct. 15, 1960 - May 31, 1961



ESTIMATED NUMBER OF MEN EMPLOYED**



*Where the number of man-days is less than 10,000 the actual number is inserted.

**Where the number of men is less than 1,000 the actual number is inserted.

Direct payroll costs of the projects approved up to February 23 were estimated at \$85,262,000, of which costs during the program period will be \$69,476,000. The federal share of this is estimated to be \$34,471,000.

Comparable figures for the first three years of the program were:

1958-59—total payroll costs, \$33,202,000; during program period, \$21,866,000; federal share, \$10,828,000.

1959-60—total payroll costs, \$36,583,000; during program period, \$25,648,000; federal share, \$12,722,000.

1960-61—total costs, \$94,166,000; during program period, \$72,851,000; federal share, \$36,008,000.

Working Conditions in Manufacturing, 1961

Proportion of plant workers in Canadian manufacturing industry with a standard work week of 40 hours or less rose to 72 per cent in 1961; proportion on five-day week unchanged at 90 per cent but of office workers it rose to 96 per cent

The proportion of plant workers in the Canadian manufacturing industry working 40 hours a week or less, which had remained constant at 70 per cent during the three years 1958 to 1960, increased to 72 per cent in 1961; the proportion was 58 per cent in 1955.

The proportion of plant employees on a five-day week in 1961 was 90 per cent, unchanged from the 1960 figure; in 1955 this proportion was 84 per cent.

In the 1955-1961 period, the proportion of office workers in manufacturing with a scheduled work week of 37½ hours or less rose from 60 to 70 per cent. The proportion of office workers on a five-day week rose from 89 to 96 per cent.

The proportion of plant workers with a scheduled work week of over 40 but under 44 hours dropped from 10 per cent in 1960 to 8 per cent in 1961. This figure was 11 per cent in 1956 and 1957, and 9 per cent for both 1958 and 1959.

This information is contained in *Working Conditions in Canadian Industry, 1961* (see box), which provides similar information for other industries in addition to manufacturing.

Workers in the 8,441 manufacturing establishments covered in the 1961 survey of working conditions conducted by the Economics and Research Branch numbered 1,020,838, of which 778,475 were plant workers and 242,360 were office employees.

Summaries of selected working conditions in manufacturing in the years 1956 to 1961, for plant and office workers respectively, are given in the accompanying Tables 1 and 2. The percentages given in these tables are the proportions that employees of establishments reporting specific items bear to the total of employees in all manufacturing establishments which replied to the survey questionnaire. They are not necessarily the proportions of employees actually covered by the various provisions.

Working Conditions in Canadian Industry, 1961

Working Conditions in Canadian Industry, 1961, a 175-page report just issued by the Economics and Research Branch of the Department of Labour, contains information on such working conditions as the standard work week, vacations with pay, paid statutory holidays, overtime provisions, bereavement leave, jury duty leave and the extent of collective agreements. The industries covered are: manufacturing, mining, land and air transportation, storage, public utilities, communications, municipal public works, hotels, restaurants, laundries and dry cleaning, retail and wholesale trade, and finance and insurance.

The report draws together in tabular form the information obtained from the Annual Survey of Working Conditions, conducted by the Working Conditions and Social Analysis Section of the Branch on May 1, 1961. The statistical tables summarize the information received from nearly 18,000 employing establishments. Of the 1,959,000 workers employed by these establishments, 573,000 were classified as office workers and 1,386,000 as plant or non-office workers.

The report will soon be available from the Queen's Printer, Ottawa, at 25 cents a copy.

Plant Workers

In 1961 a work week of 40 hours or less was the standard for 72 per cent of plant workers; five years earlier, in 1956, only 62 per cent had a scheduled work week of 40 hours or less. A five-day week was the standard for 90 per cent of plant workers, compared with 86 per cent in 1956.

In the six years covered by Table 1 there have been marked increases in the percentages of workers who received paid vacations of three weeks. In 1961, as in the year before, 72 per cent of plant workers were employed by establishments which provided paid vacations of three weeks; in 1956 only 63 per cent of plant workers were in this position.

During the same period the length of service required before the granting of a

paid vacation of three weeks was shortened in many cases. In 1961, paid vacations of three weeks were given to 67 per cent of plant workers after service of 15 years or less; the corresponding percentage in 1956 was 52. Last year 26 per cent of plant workers got vacations of three weeks after 10 years or less whereas in 1956 only 4 per cent could qualify for three-week vacations with that length of service.

Paid vacations of four weeks, usually after service of 25 years, were provided for in establishments employing 33 per cent of the plant workers covered by the 1961 survey; in 1956 the corresponding percentage was 10 and in 1951 it was only 2 per cent.

TABLE 1—SUMMARY OF SELECTED WORKING CONDITIONS OF PLANT EMPLOYEES IN CANADIAN MANUFACTURING

	Percentage of Plant Employees					
	1961	1960	1959	1958	1957	1956
	%	%	%	%	%	%
Standard Weekly Hours						
Over 40 and under 44.....	72	70	70	70	66	62
44.....	8	10	9	9	11	11
45.....	4	4	5	4	5	6
Over 45 and under 48.....	8	8	8	8	9	9
48.....	1	1	1	2	2	2
Over 48.....	4	4	4	4	4	6
Employees on a 5-day week.....	3	3	3	3	3	4
Vacations with Pay						
Two weeks.....	88 ⁽¹⁾	86 ⁽¹⁾	94	95	95	92
After: 1 year or less.....	23	20	23	23	18	15
2 years.....	13	14	14	14	13	11
3 years.....	26	26	28	28	30	28
5 years.....	23	24	26	28	31	34
Other periods.....	3	2	3	2	3	4
Three weeks.....	72	72	71	73	68	63
After: Less than 10 years.....	7	6	5	4	1	1
10 years.....	19	11	8	8	5	3
11-14 years.....	6	4	4	4	2	1
15 years.....	35	45	47	50	51	47
20 years.....	2	2	3	4	5	6
Other periods.....	3	4	4	3	4	5
Four weeks.....	33	31	26	16	12	10
After: 25 years.....	27	25	22	12	10	7
Other periods.....	6	6	4	4	2	3
Vacations which do not vary with length of service.....	11 ⁽¹⁾	12 ⁽¹⁾	(1)	(1)	(1)	0
One week.....	5	5	—	—	—	—
Two weeks.....	6	7	—	—	—	—
Paid Statutory Holidays						
1 to 5.....	96	96	95	97	97	94
6.....	9	10	10	10	11	12
7.....	6	5	7	6	7	8
8.....	8	8	9	11	11	12
9.....	53	53	52	52	54	52
10.....	16	15	14	15	11	8
More than 9.....	3	3	3	3	3	2
Number not stated.....	1	2	—	—	—	—

⁽¹⁾ In the questionnaires used in the surveys for 1959 and previous years no distinction was made between vacation policies which provided for increasing vacation periods as service increased and vacation policies which provided for vacations of one stated period, regardless of length of service. In 1960 and 1961, this variation of policy was provided for in the survey questionnaire. In comparing the statistics on vacations for 1960 and 1961 with those of previous years the percentages of employees shown as being granted vacations under either of these two policy types must be added together.

Office Employees

The proportion of office employees in manufacturing firms eligible for a four-week paid vacation after 25 years service rose from 13 per cent in 1956 to 41 per cent in 1961.

In 1951, eight or more statutory holidays were granted to 76 per cent of office workers in manufacturing. By 1956 this proportion had risen to 85 per cent and has shown only minor changes since; in both 1960 and 1961 it was 87 per cent.

In the six years, 1955 to 1961, covered by Table 2, a standard work week of 37½ hours has been that most frequently

scheduled for office workers in manufacturing; 41 per cent of those covered by the 1956 survey were in this category and another 22 per cent had a standard work week of less than 37½ hours. In 1961, the comparable percentages were 43 and 27 respectively.

The proportion of office employees with a work week of over 37½ hours but under 40 hours remained constant during 1961 at 8 per cent; the proportion working a 40-hour week also remained constant at 18 per cent. The proportion of those working over 40 hours remained unchanged at 4 per cent.

TABLE 2—SUMMARY OF SELECTED WORKING CONDITIONS OF OFFICE EMPLOYEES IN CANADIAN MANUFACTURING

	Percentage of Office Employees					
	1961	1960	1959	1958	1957	1956
	%	%	%	%	%	%
Standard Weekly Hours						
Under 37½	27	27	27	26	23	22
37½	43	43	42	41	41	41
Over 37½ and under 40	8	8	9	10	9	10
40	18	18	18	19	22	21
Over 40	4	4	4	4	5	6
Employees on a 5-day week	96	95	95	93	92	91
Vacations with Pay						
Two weeks	91 ⁽¹⁾	90 ⁽¹⁾	98	99	99	99
After: 1 year or less	82	79	89	89	91	90
2 years	7	7	6	6	5	5
3 years	1	1	2	1	1	1
5 years	1	2	1	2	1	2
Other periods	—	1	—	1	1	1
Three weeks	83	83	82	82	76	72
After: Less than 10 years	7	7	6	5	3	2
10 years	28	22	17	16	12	8
11-14 years	7	4	6	4	2	1
15 years	38	46	49	52	52	51
20 years	2	2	2	3	4	6
Other periods	1	2	2	2	3	4
Four weeks	41	37	32	20	16	13
After: 25 years	31	28	25	14	12	9
Other periods	10	9	7	6	4	4
Vacations which do not increase with length of service	7 ⁽¹⁾	10 ⁽¹⁾	(1)	(1)	(1)	(1)
One week	1	1	—	—	—	—
Two weeks	6	9	—	—	—	—
Paid Statutory Holidays						
1 to 6	99	99	99	98	100	99
7	5	4	5	4	4	4
8	6	7	8	9	10	10
9	58	60	58	58	61	61
More than 9	23	22	23	22	20	17
Number not stated	6	5	5	5	5	7
	1	1	—	—	—	—

⁽¹⁾ See Table 1, footnote (1).

Progress toward Shorter Work Week

New York union wins basic 25-hour work week but other union attempts to gain reduction below 40-hour schedule now standard in Canada and United States have met with only limited success. Steelworkers will seek cut in hours this year

In organized labour's continuing efforts to obtain a shorter work week, the latest advance was the basic 25-hour work week gained by Local 3 of the International Brotherhood of Electrical Workers, New York. Nine thousand members of the local conducted a week-long strike before the employers agreed to the reduction in hours.

A concurrent attempt by New York subway employees, members of the Transport Workers Union, to reduce their hours from 40 to 32 a week was not successful.

Later this year, shorter work periods will be sought by the United Steelworkers of America in negotiations with the United States steel industry, the union's wage policy committee decided last month.

One of the most recent Canadian developments in the campaign for a shortened work week was a demand in January by the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America. The union and a CLC local representing employees of John Labatt Ltd. at London, Ont., demanded, along with other contract improvements, a guaranteed four-day, 32-hour week with no reduction in take-home pay. The unions based their demand on the maintenance of employment in the face of advancing automation in the industry.

In 1961 negotiations in Canada, union attempts to win shorter work weeks were non-productive. Unions that had begun by demanding reductions in hours dropped this demand in final bargaining in favour of other benefits.

An examination of collective agreements reached during the past few years shows that attempts to reduce the work week below 40 hours, now standard in Canada and the United States, have been successful in only a few industries and in isolated sections of other industries.

(The annual survey of working conditions conducted by the Economics and Research Branch of the Department of Labour found that on May 1, 1961, 72 per cent of plant workers in Canadian manufacturing had a standard work week of 40 hours or less (see page 286). A recent AFL-CIO survey found that only about 15 per cent of workers covered by collective agreements had regular work schedules of less than 40 hours.)

New York Electrical Workers

The contract just signed by the New York local of the IBEW, which takes effect July 1 and extends to June 30, 1964, provides for a regular five-hour day and five-day week at an hourly wage rate of \$4.96. An additional, or sixth hour, each day will be paid for at time and a half, or \$7.44. Overtime hours are limited to 15 a week.

The contract it replaces provided for a regular six-hour day and five-day week—the local had had a 30-hour week schedule for almost 30 years—at an hourly rate of \$4.40. The electricians worked an extra hour every day at time and a half, or \$6.60; they were permitted to work up to 15 hours overtime a week.

Under the new contract, an electrician who works 30 hours a week (25 regular and five overtime) will receive \$161.20. Under the old contract the weekly pay (for 30 hours regular and five hours overtime) was \$165, more than the weekly wages under the new contract. Only if they work more than one hour overtime each day will their new rates provide higher weekly wages than the old ones did.

Under the previous contract the seventh, overtime hour was mandatory, and the electricians regarded the \$165 a week as regular income. In the new contract, the extra overtime hour each day is not mandatory, but, because of the shortage of electricians in New York City, the local's members are expected to work at least one overtime hour a day.

As part of the new agreement, the union made two concessions: (1) the new settlement does not make the additional hour of overtime each day compulsory, and (2) the union has agreed to double the number of apprentices to be trained. The additional 1,000 men, however, will complete only four years of training instead of continuing with the fifth and final year of apprenticeship, and thus trainees will not achieve journeyman status. They are expected to form a pool of less expensive labour to counteract the increased costs of a shorter work week in the industry.

The man who conducted the successful negotiations was Harry Van Arsdale, manager of Local 3, who is also President of the million-member New York Central Labour Council.

The Shorter Work Week in Britain

In Britain, the movement for a reduced normal work week, which had become firmly established in 1960, virtually completed its course during 1961. The average reduction in normal weekly hours of work for the workers affected was nearly two hours, it is reported in the British *Ministry of Labour Gazette*.

When account is taken of other settlements and proposals of Wages Councils to reduce the normal work week at dates in 1962, it means that during the past two and one-half years nearly all the manual workers covered by collective agreements and wages regulation orders in Britain will have obtained a shorter normal work week. Usually this will have been accomplished without loss of pay, and in general, normal weekly hours will then range from 42 to 44 a week.

For day workers in the general printing industry, hours were reduced to 41 in September 1961 and will become 40 in September 1962. At the end of October 1961, a 40-hour week was introduced by the Ford Motor Co. Ltd.

The strike by the 9,000 master construction electricians, which could have paralyzed the city's building industry, began January 11. Settlement was reached on January 18 and the industry was back to normal the next day.

United Steelworkers Demands

In the steel industry, the United Steelworkers of America will make a concerted effort during coming negotiations for a shorter work week. David J. McDonald, Steelworkers President, has announced that a shorter work week will be one of his union's most important demands.

At the beginning of February the union's wage policy committee unanimously decided to make these demands in forthcoming negotiations for a new steel industry contract: shorter work periods, greater job security, higher wages and improved benefits.

The union regards the shorter work week, with the same take-home pay, as the simplest method to combat the effects of unemployment and of automation.

The steel union says that between 1955 and 1960 the work force in its industry was reduced by 10 per cent—from 660,000 to about 600,000—and that by contrast, 10 per cent more steel was produced during the same period. The steel industry declares, however, that the technological advances bringing this about actually create more jobs on the whole rather than reducing them. The union, however, points to the increasing long-term unemployment in the steel producing centres.

Recent Canadian Developments

In Canada the only industries in which there appears to have been an important general movement toward shorter work weeks during the past two years have been the ladies' garment industry and the printing industry. Some groups in other industries, however, have gained a shorter work week.

The following agreements covering 500 or more workers negotiated in Canada during 1960 and 1961 made provision for reductions in working hours to less than 40 a week:

—Agreements negotiated in August and September 1960 between dress manufacturers' guilds in Montreal and Toronto and the International Ladies' Garment Workers' Union reduced the work week from 40 hours to 39 hours, effective January 1, 1960 in Montreal and January 1, 1962 in Toronto, and to 37½ hours on January 1, 1963 in both cities. The number of employees affected was 12,000 in Montreal and 2,000 in Toronto.

—An agreement negotiated in January 1960 between 38 bindery room employers and the International Brotherhood of Bookbinders, affecting 1,200 employees in Toronto, shortened the work week from 38½ hours to 37½ hours, effective June 1, 1960.

—Agreement negotiated in February 1960 between the Printing Trades Council and the Printing Pressmen in Toronto, affecting 875 employees, reduced the week from 38½ to 37½ hours effective immediately.

—Agreement negotiated in October 1960 between the Ontario Hydro-Electric Power Commission and the National Union of Public Service Employees reduced the work week for salaried employees from 37½ to 35 hours, effective April 1, 1961.

—Agreement negotiated in December 1960 between the Associated Fur Industries and the Amalgamated Meat Cutters and Butcher Workmen, affecting 600 employees in Toronto, reduced the work week from 40 to 38½ hours in 1961, to 37 hours in 1962, and to 36 hours in 1963.

—Agreement negotiated in January 1961 between the Ladies' Cloak and Suit Manufacturers Association and the International Ladies' Garment Workers' Union in Winnipeg reduced the work week to 37½ hours, effective December 1960.

—Agreement negotiated in February 1961 between the Toronto Telegram and the American Newspaper Guild reduced the work week from 37½ to 36½ hours for the regular shift, and from 36½ to 35 hours for the night shift, effective January 1, 1962.

—Agreement negotiated in May 1961 between the Service Employees Federation (CNTU) and six hospitals in Montreal and district, and one reached the following month with Hôpital Hôtel-Dieu, Montreal, reduced the work week from 41 to 35 hours for office workers, effective September 3, 1961.

—An agreement negotiated in August 1961 between RCA Victor, Montreal, and its Employees' Association, affecting 650 employees, reduced the work week from 38½ to 37½ hours, effective July 17, 1961.

—An agreement between the Quebec Millinery Manufacturers' Association and the United Hatters, Cap and Millinery Workers' International Union, negotiated early in 1961, reduced the weekly hours from 40 to 37½.

—An agreement negotiated in January 1961 between the City of Montreal and its inside employees represented by a chartered local of the CNTU shortened the work week from 35 to 33½ hours.

Some of the agreements during the past two years that provided for a shortening of the work week did not lower the weekly hours below 40, or even as low as 40, but the following made large reductions:

—An agreement negotiated January 1961 between the City of Montreal and the International Association of Fire Fighters reduced weekly hours from 56 to 42 hours at termination of agreement.

—An agreement negotiated in April 1961 between the Canadian British Aluminum Co., Baie Comeau, Que., and the Metal Trades Federation (CNTU) reduced the weekly hours from 48 to 42.

—An agreement negotiated December 1960 between Dominion Corset Co., Quebec, and the Syndicat des employés de la Co. Ltée., Dominion Corset, reduced weekly hours from 42½ to 40.

—An agreement negotiated July 1960 between Steinberg's Limited, Montreal, and Steinberg's Employees Protective Association (Ind.) reduced weekly hours from 45 to 40.

—An agreement negotiated December 1960 between Canadian Westinghouse, Trois-Rivières, Que., and the International Brotherhood of Electrical Workers reduced hours from 45 to 42½.

Agreements negotiated in 1961 between the Carpenters and the following firms reduced hours from 48 to 44 weekly:

Northern Forest Products Ltd., Port Arthur, Ont.; Abitibi Power & Paper, Western Ontario; St. Lawrence Corp., Nipigon, Ont.; Great Lakes Paper, Fort William, Ont.; Kimberly Clark & Spruce Falls Paper, Kapuskasing and Long Lac, Ont.; KVP, Espanola, Ont.; and Dryden Paper, Dryden, Ont.

The following agreements negotiated during 1960 reduced hours from 48 to 44 weekly:

Association of Lake Carriers, and Seafarers' International Union

Communauté des Soeurs de la Charité, Montreal district, and Services Federation (CCCL)

Association Patronale de Services Hospitaliers, Quebec, and Services Federation (CCCL)

An agreement negotiated August 1960 between Price Bros., Kenogami, Que., and L'Union Catholique des Cultivateurs reduced the weekly hours from 60 to 54. An agreement negotiated in October 1960 between Association Marchands Détaillants, Quebec, and Syndicat Catholique des employés de garage de Québec, Inc., reduced hours weekly from 49 to 45.

In the United States

In the United States, according to the Bureau of Labor Statistics of the Department of Labor, as early as April 1959 one in six, or 17 per cent, of workers employed in plants and offices in 17 principal cities were working fewer than 40 hours a week.

In the ladies' garment industry at that time, about 97 per cent of all members of the International Ladies' Garment Workers' Union were working a 35-hour week. In the printing industry, 94 per cent of all tradesmen were working an average of 37½ hours a week. In the construction industry, 12 per cent of all union workers were on a standard seven-hour day, and about half the employees in the brewing industry were working 37½ hours a week. A large group of workers in the rubber industry was working a six-hour day and a 36-hour week.

In the bakery and confectionery industry, many employees were working a week of less than 40 hours. This was also true of large groups in the mining, longshoring, jewellery, lumber, and fur industries. Many office and clerical workers, and in the larger cities many workers in retail trade, were working fewer than 40 hours a week.

Industrial and Geographic Distribution of Union Membership in Canada, 1961

Survey of individual union locals provides breakdown of union membership in Canada—almost million and half—by industry, province, labour market area

At the beginning of 1961 labour unions in Canada had approximately 1,447,000 members, according to survey returns received by the Economics and Research Branch of the Department of Labour directly from national and international union headquarters, central labour congresses and independent local organizations.

The data obtained from the survey were published in the 1961 edition of *Labour Organizations in Canada*, a handbook that contains statistical tables on union membership and a comprehensive directory of labour organizations with names of their principal officers and publications, and the distribution of their locals. The statistical data contained in the handbook are Canada-wide totals broken down by congress affiliation and type and size of union.

The tables on the following pages supplement the information included in *Labour Organizations in Canada* by showing the distribution of union membership in Canada by industry, province and labour market area. The tables are based on a separate survey directed at the beginning of the year to individual union locals across the country. In this survey, each union local was requested to report the total number of its members, and the industry and location in which all or most of them were employed. Some locals, accounting for about 7 per cent of the membership total, indicated that their members were dispersed throughout several locations in different areas or provinces, and these locals are classified separately in the accompanying tables.

The first of the four tables shows the distribution of union membership by industry on the basis of the DBS Standard Industrial Classification (1948). The data in this table are shown for the most part on the "major group" level. In instances where more detail could usefully be provided, care was taken to adhere to combinations of recognized industrial sub-groups. For the railway industry, which is not further subdivided in the standard classification system, subtotals are provided to show the division of membership between the operating and non-operating sectors.

Included as a supplement to the first table, Table 2 shows in alphabetical order the names of international, national and regional unions or independent local organizations that account for more than one-tenth of the union membership within the industry groups. The table thus does not necessarily show all organizations active within any particular industry group, but only those having more than 10 per cent of the organized workers in the group.

In Table 3 union membership in Canada is broken down by province, and Table 4 shows its distribution by labour market area. The boundaries of the labour market areas dealt with in Table 4 are broader than those of the centres for which the areas are named. In general, a labour market area corresponds to the area served by a local office of the National Employment Service. In some cases labour market areas consist of two or more NES local office areas. These composite areas are identified by an asterisk and the local office areas they comprise are listed in the Appendix to Table 4.

At the beginning of 1961 nearly 7,000 union locals were active in Canada, and although the survey met with a generally excellent response, not all of the locals supplied the required data. The number of locals from which no information was on hand appears in Tables 1 and 3. The corresponding entry for these locals in the membership column in Tables 1 and 3 represents the difference between the Canada-wide membership total based on the survey of union headquarters mentioned earlier and the membership reported by the responding locals.

The uneven quality of the basic source data and the practical difficulties inherent in the processing of the returns necessarily reduce the accuracy of the results. The statistics presented here, therefore, indicate only in a broad and approximate way the industrial and geographic distribution of organized labour in Canada.

The information for this article was obtained by the Collective Bargaining Section of the Economics and Research Branch from local union secretaries, whose co-operation is gratefully acknowledged.

TABLE 1—UNION MEMBERSHIP BY INDUSTRY, 1961

Industry	Locals	Membership
Logging*	21	55,800
Fishing	11	4,600
Mining	195	59,800
Metal.....	108	40,100
Fuels.....	50	12,400
Non-metal.....	23	6,800
Quarrying.....	14	500
Manufacturing	2,267	558,000
Food.....	250	49,400
Beverages.....	61	9,600
Tobacco products.....	11	5,400
Rubber products.....	35	13,500
Leather products.....	51	8,500
Textile products.....	122	29,500
Clothing.....	127	45,400
Wood products.....	136	28,800
Paper products.....	291	82,600
Printing and publishing.....	194	29,100
Iron and steel products.....	398	92,600
Transportation equipment.....	154	77,000
Non-ferrous metal products.....	72	29,300
Electrical apparatus and supplies.....	106	38,700
Non-metallic mineral products.....	114	15,800
Products of petroleum and coal.....	21	4,400
Chemical products.....	95	13,900
Miscellaneous industries.....	29	4,500
Construction	566	153,900
Transportation, storage, communication	1,521	282,300
Air transport and airports.....	67	7,500
Railways.....	1,107	145,500
<i>Running trades</i>	537	35,000
<i>Non-operating unions</i>	770	110,500
Buses and street cars.....	52	18,500
Water transport and incidental services.....	74	40,700
Other transport.....	42	23,600
Storage.....	19	4,700
Communication.....	160	41,800
Public utilities	131	35,400
Trade	172	47,900
Finance, insurance, real estate	4	200
Service	1,393	191,500
Community or public service.....	203	43,800
Government service.....	978	102,600
Recreation service.....	83	19,000
Business service.....	19	1,900
Personal service.....	110	24,200
Industry not reported	33	9,900
No return	631	47,600
Totals	6,945	1,446,900

* Includes some sawmilling.

TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1961

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)
Logging	Carpenters (AFL-CIO/CLC) Newfoundland Brotherhood of Woods Workers (Ind.) Woodworkers (AFL-CIO/CLC)
Fishing	Native Brotherhood of B.C. (Ind.) United Fishermen (Ind.)
Mining	
Metal	Mine, Mill and Smelter Workers (Ind.) Steelworkers (AFL-CIO/CLC)
Fuels	Mine Workers (Ind.)
Non-metal	Mining Employees' Federation (CNTU) Steelworkers (AFL-CIO/CLC)
Quarrying	Cement Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) Mine, Mill and Smelter Workers (Ind.) Steelworkers (AFL-CIO/CLC)
Manufacturing	
Food	Bakery Workers (CLC) Packinghouse Workers (AFL-CIO/CLC)
Beverages	Association des Employés de Molson (Ind.) Brewery Workers (AFL-CIO/CLC) CLC-chartered locals Distillery Workers (AFL-CIO/CLC)
Tobacco products	Tobacco Workers (AFL-CIO/CLC)
Rubber products	CLC-chartered locals Rubber Workers (AFL-CIO/CLC)
Leather products	Leather and Plastic Workers (AFL-CIO/CLC) Leather and Shoe Workers' Federation (CNTU) Packinghouse Workers (AFL-CIO/CLC) Shoe Workers (AFL-CIO/CLC)
Textile products	Textile Federation (CNTU) Textile Workers' Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Clothing	Amalgamated Clothing Workers (AFL-CIO/CLC) Ladies Garment Workers (AFL-CIO/CLC)
Wood products	Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Paper products	Papermakers (AFL-CIO/CLC) Pulp and Paper Mill Workers (AFL-CIO/CLC) Pulp and Paper Workers' Federation (CNTU)
Printing and publishing	Bookbinders (AFL-CIO/CLC) Lithographers (CLC) Newspaper Guild (AFL-CIO/CLC) Printing Pressmen (AFL-CIO/CLC) Printing Trades Federation (CNTU) Typographical Union (AFL-CIO/CLC)
Iron and steel products	Steelworkers (AFL-CIO/CLC)
Transportation equipment	Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC)
Non-ferrous metal products	Metal Trades' Federation (CNTU) Mine, Mill and Smelter Workers (Ind.) Steelworkers (AFL-CIO/CLC)
Electrical apparatus and supplies	I.U.E. (AFL-CIO/CLC) Northern Electric Employees (Ind.) U.E. (Ind.)
Non-metallic mineral products	Cement Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) Glass and Ceramic Workers (AFL-CIO/CLC)
Products of petroleum and coal	Oil Workers (AFL-CIO/CLC)
Chemical products	Chemical Workers (AFL-CIO/CLC) CNTU-chartered locals Mine Workers (Ind.) Oil Workers (AFL-CIO/CLC)

TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1961 (Concl'd)

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)
Miscellaneous industries	Auto Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) I.U.E. (AFL-CIO/CLC) Painters (AFL-CIO/CLC)
Construction	Carpenters (AFL-CIO/CLC) Labourers (AFL-CIO/CLC) Plumbers (AFL-CIO/CLC)
Transportation, storage, communication	
Air transport and airports	Air Line Flight Attendants (CLC) Air Line Pilots (Ind.) Machinists (AFL-CIO/CLC) TCA Sales Employees (Ind.)
Railways	
<i>Running trades</i>	Locomotive Engineers (Ind.) Locomotive Firemen and Enginemen (AFL- CIO/CLC) Trainmen (AFL-CIO/CLC)
<i>Non-operating unions</i>	Maintenance of Way (AFL-CIO/CLC) Railway Carmen (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC) Railway, Transport and General Workers (CLC)
Buses and streetcars	Railway, Transport and General Workers (CLC) Street Railway Employees (AFL-CIO/CLC)
Water transport and incidental services	I.L.A. (AFL-CIO/CLC) Seafarers (AFL-CIO)
Other transport	Teamsters (Ind.)
Storage	Teamsters (Ind.)
Communication	B.C. Telephone Workers (Ind.) Canadian Telephone Employees (Ind.) I.B.E.W. (AFL-CIO/CLC) Traffic Employees (Ind.)
Public utilities	I.B.E.W. (AFL-CIO/CLC) Public Service Employees (CLC)
Trade	Retail Clerks (AFL-CIO/CLC) Retail, Wholesale Employees (AFL-CIO/CLC) Teamsters (Ind.)
Service	
Community or public service	Building Service Employees (AFL-CIO/CLC) Public Employees (CLC) Service Employees Federation (CNTU)
Government service	B.C. Government Employees (CLC) Firefighters (AFL-CIO/CLC) Postal Employees (CLC) Public Employees (CLC) Public Service Employees (CLC)
Recreation service	Moving Picture Machine Operators (AFL-CIO/ CLC) Musicians (AFL-CIO/CLC)
Business service	CLC-chartered locals I.B.E.W. (AFL-CIO/CLC) Office Employees (AFL-CIO/CLC)
Personal service	Hotel Employees (AFL-CIO/CLC) Railway, Transport and General Workers (CLC)

TABLE 3—UNION MEMBERSHIP BY PROVINCE, 1961

Province	Number of Locals	Locals Reporting	
		Number	Membership
Newfoundland.....	110	100	32,000
Prince Edward Island.....	32	27	1,800
Nova Scotia.....	328	298	44,300
New Brunswick.....	290	251	26,100
Quebec.....	1,606	1,419	353,300
Ontario.....	2,689	2,435	550,000
Manitoba.....	304	283	61,600
Saskatchewan.....	372	338	43,000
Alberta.....	404	367	60,500
British Columbia.....	787	775	191,500
Yukon and Northwest Territories.....	8	7	900
Two or more provinces*.....	15	14	34,300
No return.....		631	47,600
Totals.....	6,945	6,945	1,446,900

*Mainly Seafarers, Railroad Telegraphers, Commercial Telegraphers, and Actors' Equity.

TABLE 4—UNION MEMBERSHIP BY LABOUR MARKET AREA, 1961

Labour Market Area	Locals	Membership	Areas Having Under 1,000 Members
Newfoundland			
Corner Brook.....	26	3,100	
Grand Falls.....	20	2,400	
St. John's.....	54	11,200	
Two or more areas.....	2	15,400	
Prince Edward Island			
Charlottetown.....	21	1,300	Summerside
Nova Scotia			
Amherst.....	15	1,100	Bridgewater, Inverness, Liverpool, Springhill, Yarmouth
Halifax.....	90	16,800	
Kentville.....	22	1,200	
New Glasgow.....	41	5,200	
Sydney.....	76	16,300	
Truro.....	17	1,000	
Two or more areas.....	4	500	
New Brunswick			
Bathurst.....	17	1,700	Minto, St. Stephen, Sussex, Woodstock
Campbellton.....	21	2,700	
Edmundston.....	15	1,200	
Fredericton.....	24	1,200	
Moncton.....	51	5,800	
Newcastle.....	10	1,200	
Saint John.....	81	9,500	
Two or more areas.....	3	700	
Quebec			
Asbestos.....	4	2,100	Maniwaki, Mont Laurier, Montmagny
Beauharnois.....	11	1,500	
Buckingham.....	11	1,200	
Drummondville.....	18	3,400	
Farnham—Granby*.....	41	5,800	
Gaspé.....	10	1,900	
Hull* (included with Ottawa, Ont.).....			
Joliette.....	35	3,000	
La Tuque.....	11	1,400	
Lac St. Jean*.....	98	12,900	
Lachute—Ste. Therese*.....	15	2,500	
Montreal*.....	513	203,300	
Quebec—Levis*.....	150	28,900	
Quebec North Shore*.....	38	11,200	
Rimouski.....	18	1,700	
Riviere du Loup.....	20	1,400	
Rouyn—Val d'Or*.....	35	4,300	
St. Hyacinthe.....	24	4,000	
St. Jean.....	25	3,500	
Ste. Agathe—St. Jerome*.....	18	2,700	
Shawinigan.....	34	5,500	
Sherbrooke*.....	81	11,500	
Sorel.....	13	2,900	
Thetford—Megantic—St. Georges*.....	27	3,800	
Trois Rivières*.....	58	9,600	
Valleyfield.....	20	3,000	
Victoriaville.....	27	3,300	
Two or more areas.....	14	9,700	

TABLE 4—UNION MEMBERSHIP BY LABOUR MARKET AREA, 1961 (Cont'd.)

Labour Market Area	Locals	Membership	Areas Having Under 1,000 Members
Ontario			
Belleville—Trenton*	51	5,800	Arnprior, Barrie, Bracebridge, Carleton Place, Collingwood, Gananoque, Goderich, Hawkesbury, Leamington, Lindsay, Listowel, Midland, Napanee, Orillia, Parry Sound, Perth, Picton, Renfrew, Simcoe, Sioux Lookout, Sturgeon Falls, Wallaceburg.
Brampton	14	1,300	
Brantford	52	7,600	
Brockville	16	2,000	
Chatham	22	3,000	
Cobourg	19	1,300	
Cornwall	35	6,400	
Fort Frances	20	1,400	
Fort William—Port Arthur*	113	26,700	
Galt	53	5,100	
Guelph	46	5,000	
Hamilton	154	42,900	
Kapuskasing	12	6,000	
Kenora	30	3,400	
Kingston	37	5,600	
Kitchener	63	11,600	
London	98	17,100	
Niagara Peninsula*	180	28,600	
North Bay	44	3,900	
Oshawa	52	18,700	
Ottawa—Hull*	132	26,100	
Owen Sound	17	1,200	
Pembroke	26	2,400	
Peterborough	50	7,800	
Prescott	9	1,300	
St. Thomas	44	3,200	
Sarnia	34	6,400	
Sault Ste. Marie	48	11,100	
Smiths Falls	18	1,400	
Stratford	39	2,500	
Sudbury*	73	30,900	
Timmins—Kirkland Lake*	60	6,500	
Toronto*	496	170,200	
Walkerton	6	1,100	
Windsor	85	29,500	
Woodstock—Tillsonburg*	26	3,400	
Two or more areas	24	34,900	
Manitoba			
Brandon	33	1,800	Dauphin, Portage la Prairie.
Flin Flon	12	2,700	
The Pas	11	1,500	
Winnipeg	211	54,200	
Two or more areas	1	700	
Saskatchewan			
Moose Jaw	40	4,400	Estevan, Lloydminster, Swift Current.
North Battleford	16	1,400	
Prince Albert	34	2,300	
Regina	83	12,300	
Saskatoon	88	11,100	
Weyburn	9	1,200	
Yorkton	28	1,800	
Two or more areas	10	5,200	
Alberta			
Blairmore	11	1,500	Edson, Red Deer.
Calgary	113	24,400	
Drumheller	16	1,100	
Edmonton	136	26,900	
Lethbridge	38	2,600	
Medicine Hat	27	2,600	
Two or more areas	2	1,800	
British Columbia			
Central Vancouver Island*	63	14,800	Chilliwack, Dawson Creek, Princeton, Quesnel.
Cranbrook	26	3,700	
Kamloops	31	2,700	
Kitimat	8	1,900	
Okanagan Valley*	59	7,800	
Prince George	30	3,300	
Prince Rupert	34	3,500	
Trail—Nelson*	40	5,900	
Vancouver—New Westminster*	355	128,000	
Victoria	94	15,900	
Two or more areas	4	1,400	

*Indicates labour market area comprising two or more N.E.S. local office areas.

See Appendix.

LABOUR MARKET AREAS COMPRISING TWO OR MORE LOCAL OFFICE AREAS

Labour market areas appear in bold type, followed by names of the component N.E.S. local office areas in light type.

Québec

Farnham-Granby: Cowansville, Farnham, Granby. **Gaspé:** Causapscal, Chandler, Gaspé, Matane, New Richmond. **Lac St. Jean:** Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval, Ville d'Alma. **Lachute-Ste Thérèse:** Lachute, Ste Thérèse. **Montreal:** Montréal, Ste Anne de Bellevue. **Québec-Lévis:** Lévis, Québec. **Quebec North Shore:** Baie Comeau, Forestville, La Malbaie, Sept Iles. **Rouyn-Val d'Or:** Rouyn, Val d'Or. **Ste Agathe-St Jérôme:** Ste Agathe, St Jérôme. **Sherbrooke:** Magog, Sherbrooke. **Thetford-Mégantic-St Georges:** Mégantic, Thetford Mines, Ville St Georges. **Trois Rivières:** Louiseville, Trois Rivières.

Ontario

Belleville-Trenton: Belleville, Trenton. **Fort William-Port Arthur:** Fort William, Port Arthur. **Niagara Peninsula:** Fort Erie, Niagara Falls, Port Colborne, St. Catharines, Welland. **Ottawa-Hull:** Hull, Que., Ottawa, Ont. **Sudbury:** Elliot Lake, Sudbury. **Timmins-Kirkland Lake:** Kirkland Lake, Timmins. **Toronto:** Long Branch, Newmarket, Oakville, Toronto, Weston. **Woodstock-Tillsonburg:** Tillsonburg, Woodstock.

British Columbia

Central Vancouver Island: Courtenay, Duncan, Nanaimo, Port Alberni. **Okanagan Valley:** Kelowna, Penticton, Vernon. **Trail-Nelson:** Nelson, Trail. **Vancouver-New Westminster:** Mission City, New Westminster, Vancouver.



Age is no barrier to persons wishing to acquire new skills or upgrade their old ones under Schedule 5 of the federal-provincial training program for unemployed workers. Any male or female over 16 years of age and registered for employment with the NES is eligible who meets entrance requirements for the particular course. Above, three graduates of a course at Cornwall, Ont., are seen with their instructor, George Russell (left). They are: G. Dessoriers, 42; R. Houde, 23; and O. Laperle, 54.

(See story on page 278)

Apprenticeship Training Advisory Committee

Employment by Department of Labour of qualified examination technician to aid provincial apprenticeship branches in construction and evaluation of trade examinations in order to obtain more uniformity is recommended by Committee

The Apprenticeship Training Advisory Committee, at its 13th meeting, held in Ottawa February 14 and 15, recommended that the Department of Labour employ a qualified examination technician to assist provincial apprenticeship branches with the construction and evaluation of trade examinations in order to establish more uniformity in the preparation, administration and evaluation of interprovincial standards examinations. The technician would be added to the staff of the Vocational Training Branch.

The Committee acted on the advice of provincial Directors of Apprenticeship, who met in Ottawa on February 12 and 13. The Directors were present at the meeting of the Advisory Committee.

Again acting on the advice of the Directors, the Committee, which is composed of representatives of management, labour and provincial departments of education and labour, recommended that interprovincial examinations be written in 1962 in the sheet metal and carpentry trades and that the examinations now being prepared in the heavy duty repair and motor vehicle repair (body) trades be given a trial this year for possible approval for nation-wide use in 1963.

Nation-wide examinations are now given in the electrical construction, motor vehicle repair (mechanical) and plumbing trades. Apprentices who successfully pass these examinations are issued a certificate bearing a special red seal that is recognized as proof of trade proficiency in the nine provinces participating in the federal-provincial training agreement.

Since the program began in 1960, red seals have been issued to 250 successful

apprentices in electrical construction, to 1,167 in motor vehicle repair, and to 97 in plumbing. A mark of 70 must be attained in the interprovincial examinations before a seal is issued.

Revision of three of the existing trade analyses was recommended. They are: plumbing, welding and steamfitting.

As recommended by the Directors of Apprenticeship, the Committee asked the Department of Labour to prepare a course of study or course outline, based on the existing trade analysis, of the motor vehicle repair (mechanical) trade. The Committee emphasized that the outline should not be so detailed that an instructor could not use his own techniques in conducting the course. The possibility that this course outline might be the forerunner of similar outlines in other trades that can be taken into interprovincial use was mentioned by the Committee.

Before an examination for nation-wide use is adopted, a trade analysis is prepared (see box). To date, 17 analyses have been completed. The Committee at last month's meeting recommended that the Department of Labour proceed with the analysis of five more trades: millwright, instrument mechanic, industrial electrician, appliance servicing, and office machine mechanic.

After a discussion of technician training, the Committee recommended that the National Advisory Committee on Technological Education consider developing a new and more flexible method of testing the competence of journeymen applying for entrance to institutes of technology. That advisory committee is a subcommittee of the National Technical and Vocational

Trade Analyses

Trade analyses list the essential operations a qualified journeyman should be able to perform as well as the related theoretical knowledge he should possess to be fully competent in his trade. The main use of the analyses is to provide the basis for courses of instruction in schools and institutions, and in industry for on-the-job training. They also serve as a means of evaluating a person's previous experience in a trade.

Seventeen analyses have been completed: bricklaying, carpentry, cooking (commercial), electrical (construction), heavy duty

repair, machinists, motor vehicle repair (body), motor vehicle repair (mechanical), painting and decorating, plastering, plumbing, radio and television repair, refrigeration and air conditioning, sheet metal, steamfitting, toolmaking, and welding (gas and arc).

Work is progressing on analyses of two more trades: lineman (electric utility) and residential oil burner installation and servicing. Revisions are being made of existing analyses in two trades: motor vehicle repair (mechanical) and machinist.

In Great Britain, the increase in apprenticeship during the period April 1959 to October 1961 kept ahead of the rise in the numbers of school-leavers entering employment, it is stated in an interim report of the National Youth Employment Council.

In the first nine months of last year, 97,902 boys—38.4 per cent of those leaving school in that period—were apprenticed to skilled crafts, compared with 86,954—36 per cent—during the same period in 1960.

Training Advisory Council (L.G., June 1961, p. 550).

C. R. Ford, Director of the Vocational Training Branch, presented a report on his tour of training establishments in Western Europe and Asia. R. H. MacCuish, Assistant Director of the Branch, presented a report of recent branch activities.

Additional subjects discussed included: the place of apprenticeship in the development of the labour force, enrichment of training for apprentices, upgrading of non-apprentices in designated trades, and training in federal Government departments and agencies.

The meeting was addressed by the Minister of Labour, Hon. Michael Starr, and Deputy Minister George V. Haythorne. It was under the chairmanship of H. C. Nicholls, Director of Milne and Nicholls Ltd., Toronto.

Minister of Labour

There is a growing need for more and better training in Canada for our labour force, Hon. Michael Starr, Minister of Labour, told the meeting.

Because of the recent increase in federal financial assistance for vocational training facilities, there has been a great growth in the training capacity of schools, he said. In all the provinces together, there were now facilities in Canada for training 80,000 students.

But this expansion of training facilities is only the first phase of our work, Mr. Starr said. "The federal Government is not satisfied just to see more schools being built. We are interested in the programs that will be provided in these schools and in industry. We want to see these new schools serve adequately the youth of our country, and industry..."

"Our training programs must be flexible and must not be bound by outmoded legislation and regulations," Mr. Starr continued. Every province had legislation relating to apprenticeship, and he hoped it was "being studied, and changed if necessary to keep it in line with apprenticeship as a training program."

The Minister remarked that the apprenticeship agreements between the federal and

provincial governments had now been in force for eight years and would expire in 1964. It was not too soon, he said, to consider what changes in the agreements were needed "to provide better skilled craftsmen and better opportunities for those young Canadians who wish to make a career in industry."

Industry, Mr. Starr said, had an important part to play in this planning of programs, especially the apprenticeship program, because industry had a great stake in the results.

Asked whether the federal contribution of 75 per cent of the cost of capital expenditures by the provinces for school buildings and equipment might be extended beyond March 31, 1963, Mr. Starr said the Government thought it should not. The Government would contribute 50 per cent of the cost after that date, however.

Deputy Minister of Labour

The retraining of unemployed workers raises the question of how far apprenticeship training can be applied to older workers, and how far the traditional practices of such training can be modified to take account of their circumstances, said George V. Haythorne, Deputy Minister of Labour.

The two main reasons why older workers have not taken apprenticeship training in the past have been age limits and the lower wages paid to apprentices, he said. Age limits were not applied as rigidly as they had been, but he asked whether it was realistic to apply the usual starting rates in such cases, and how, during training, recognition could be given to the experience and maturity of the older apprentice.

Another question that the Committee had been considering was the training of apprentices in the manufacturing industries, a sector of the economy that would doubtless expand and become more diversified. How could this sort of training best be applied in this field? Questions that rose here included that of what to do about apprenticeship training in smaller plants and about apprenticeship on an industry-wide basis.

Mr. Haythorne said that there was clearly a need for close co-operation between management and labour in the developing and carrying out of programs in industry.

He suggested that one way in which government could help here might be by providing an industrial training information service.

Mr. Haythorne pointed out that the number of registered apprentices in Canada had been increasing steadily; and, excluding the province of Quebec, it now stood at about 20,000, which was about double the number 10 years ago. He said that a larger propor-

tion of the apprentices also were receiving classroom training than had been the case. But although these developments were encouraging, there was still much room for improvement.

Technician Training

There is no reason why the journeyman of today cannot become the technician of tomorrow.

This was the consensus of members of the Apprenticeship Training Advisory Committee, who stressed the need to develop in Canada recognized levels of training which could be attained by anyone with the ability and desire to do so.

These levels, for example, journeyman or technician or intermediate steps between, ought to be well defined and the paths leading to them well marked.

Members agreed that the present system of allowing entry to the institutes only to those who have a high school or secondary school certificate was unrealistic. It is the level of mathematics, science and English that a person has attained that is more important than the high school grade he has completed. It was suggested that a system of entrance proficiency examinations be developed that would test equivalency in those subjects a person needs to be able to master the subjects taught in the institutes.

The development of this system would give qualified journeymen an opportunity to obtain technician training even though they may not have attained the grade level presently required for entry to an institute of technology.

Apprenticeship in Development of Labour Force

An apprentice ought to be able to complete his training, even if it were interrupted by layoff, and a journeyman ought to be able to advance to technician standing without having to meet all the requirements for entrance to a technical institute, the Committee agreed when discussing the place of apprenticeship in the development of the labour force.

Mr. MacCuish said that it was not reasonable to allow apprentices who were laid off because of lack of work to drift into unskilled work, while at the same time unskilled unemployed people were being trained at the public expense.

It was pointed out that in Ontario, councils had been organized to arrange for the rotation of apprentices from one firm to another when work was short.

Several members said that training facilities in their part of the country were taken up and consequently there was no place in which unemployed apprentices could be

Twenty new technical colleges are under construction in Scotland and completions are expected to average one a month during the next year.

The aim of the program is to stimulate the day release of young workers in industry for part-time study. By 1965, 100,000 places will be available.

trained. Mr. MacCuish said that lack of fully equipped facilities should not be made a reason for rejecting those who wanted such training. He suggested that they could at least be upgraded in mathematics and other subjects.

The general opinion appeared to be that the number of apprentices out of work was not large.

Enrichment of Training for Apprentices

The Committee discussed the "enrichment" of apprenticeship training by the provision of teaching in mathematics, science, and related studies for apprentices who had not reached high school graduation before starting apprenticeship. Apprentices can get this instruction "the hard way," e.g., by attending evening classes or taking correspondence courses, it was pointed out, but it was suggested that it might be well to provide it as part of regular apprenticeship training.

Mr. Ford said that one of the objections raised to extra training in mathematics, etc., was that the curriculum for apprentices was already so loaded that there was no room for extra subjects. He thought it ought to be part of the programs of our institutions to provide for those who wanted to increase their knowledge in these subjects. Advanced technical evening classes were in effect in the Ontario educational system. This provided a "second route," and he thought that it should be established in every province.

B. F. Addy, Director of Vocational Education, Manitoba, said that entrance standards were necessary, but he did not agree that junior matriculation should be required. In Manitoba, proficiency exams were set in mathematics, science and English, and apprentices must demonstrate proficiency in these three subjects; but a complete academic standard was not required. He thought that consideration should be given to setting high school graduation as the entrance requirement, or, as an alternative, equivalent standing in the three subjects named.

Upgrading of Non-Apprentices

The Committee discussed the question of providing training for non-apprentices, such as helpers and improvers, so that they could qualify for journeymen's examinations.

Several of the delegates contended that such employees needed some spur from employer or union before they would make the effort needed to qualify, and that it was necessary for them to see "something in it for themselves." One suggested inducement was for employers to agree to pay a small differential to qualified men. Special reference was made to carpenters in the construction industry, many of whom, it was pointed out, were not journeymen.

Mr. MacCuish said that employers and unions should take an interest in up-grading. He suggested that some thought should be given to providing training facilities for those wanting to up-grade themselves.

Training in Federal Government Departments

The problem of apprenticeship training in federal agencies, and in those operating interprovincially, was discussed; Trans-Canada airlines was cited as one example. Various federal agencies were already conducting internal training programs, it was reported.

Mr. MacCuish stated that the setting up of a training program for federal departments, and their participation in provincial apprenticeship programs, was a problem that had gone to the Cabinet.

Training Needs in Industry

H. L. Shepherd, Manager of Personnel Compensation and Development, Canadian Westinghouse, who has been assisting the Department of Labour in a survey of training problems in industry, presented a report to the Committee.

Commenting on the lack of communication apparent in this area, he pointed to the lack of agreement in the use of the word "apprentice." In one case, for example, girls in a meat packing plant were called apprentices. His company's own apprenticeship scheme had little bearing on other apprenticeship schemes, its apprentices being rather technicians who required a general knowledge of plant, etc.

In some new occupations, such as instrument mechanic, it might be better that the duties of apprentices should not be defined too precisely or legally, owing to the rapid changes that were taking place, he remarked.

In some time-honoured occupations that have been affected by rapidly changing technology, legislation had fallen behind the times. In the case of stationary engineers, for example, automatic controls were not thought of when the relative legislation was passed.

Mr. Shepherd referred to difficulties in apprenticeship training arising out of seniority provisions in some collective agreements.

Because of these provisions, in a time of unemployment, an apprentice might "graduate on to the street."

He suggested that it might be well to consider whether some industrial trades could not be reached by a combination of pre-employment training and exposure to industry for practical observation and experience. This would be the opposite of the day-release system. He thought there might be more training before employment and less during employment, and more shuffling backwards and forwards between industry and training institutions.

Report of the Training Branch

An increase of 895 apprentices, the completion of two new trade analyses in draft form, publication of one new trade analysis, and three revisions of trade analyses were announced in a report on apprentice training, prepared by the Vocational Training Branch. The report was presented by R. H. MacCuish, Assistant Director of the Branch.

Progress was reported on an analysis of mathematics and science requirements for training purposes.

Publication of 30 revised technical information sheets, the addition of 34 newly published sheets, and the availability for printing and early distribution of a further 39 technical information sheets were announced in the report. The addition of more than 32 sheets by two trade associations was also noted.

Progress in the preparation of courses and in the work on interprovincial examinations was announced. An up-to-date statistical breakdown of apprentices, by trade and province, was included.

The report stated that on December 31, 1961, there were 20,507 apprentices registered in those provinces where the Apprenticeship Training Agreement was in effect. This is an increase of 895 over the previous year's total. There has been a drop, however, in certain trades, amounting to 60 plasterers, 135 electricians, 130 plumbers and pipefitters, 70 bricklayers and 40 welders.

Progress in the preparation of technical information sheets has included the revision of the original issue of 30 sheets in the light of provincial recommendations. These 30 sheets, together with an additional 34 sheets, have been published and distributed to the provinces and other interested individuals. A further 39 sheets were reported available for printing and early distribution.

Industry is co-operating in the preparation of such sheets, and the Canadian Refrigeration and Air Conditioning Association is expected to have an initial issue of 32 sheets



Members of the Apprenticeship Training Advisory Committee are pictured above with federal and provincial government officials. Seated (from left): W. L. Rowe, representing the Canadian Manufacturers' Association; B. F. Addy, Director of Vocational Education, Manitoba; George V. Haythorne, Deputy Minister of Labour; H. C. Nicholls of Toronto, Committee Chairman; R. E. Anderson, Nova Scotia Deputy Minister of Labour; and Andrew Cooper (Carpenters), Ontario Vice-President, Canadian Labour Congress. Standing: F. E. Whittle, Assistant Director of Apprenticeship, Alberta; G. T. Peach, Assistant Director of Apprenticeship, Nova Scotia; B. W. Kelly,

Director of Apprenticeship, New Brunswick; J. P. White, Director of Apprenticeship, Alberta; W. J. Hurd, Director of Apprenticeship, Manitoba; Roy H. MacCuish, Assistant Director, Vocational Training Branch, Department of Labour; Donald C. McNeill, Director of Apprenticeship, Ontario; C. Ross Ford, Director, Vocational Training Branch, Department of Labour; John Melville, Director of Apprenticeship, British Columbia; W. S. McMurtry, Director of Apprenticeship, Prince Edward Island; Frank Ellis, Director of Apprenticeship, Saskatchewan; and Gordon Rodgers, Director of Apprenticeship, Newfoundland.

available at an early date. The Canadian Chamber of Commerce has agreed to publish a series of technical information sheets.

Courses of study are being developed further, and work is continuing on a course of study for the plumbing trade. The Branch, in co-operation with the Canadian Refrigeration and Air Conditioning Association, has begun work on a course of study for this trade.

Interprovincial examinations have been conducted and interprovincial seals awarded, for the period January 31, 1961, to June 30, 1961, as follows: electrical construction, 101; motor vehicle repair (mechanical), 225; plumbing, 97. The totals for these trades to date, in the same order, are 250; 1,167; and 97.

Tour of Training Establishments

C. R. Ford, Director of the Vocational Training Branch, presented a report of his tour of training establishments in Western Europe and the Far East. He reported on training centres he visited in the United Kingdom, Sweden, Germany, Japan, India and Hong Kong.

In every country he visited, the development and improvement of training facilities

and the participation in training programs were considered by all to be in the national interest.

Mr. Ford described the varying systems of training and types of apprenticeship programs in the countries he had visited.

In a discussion period after Mr. Ford had reported, the question was raised as to where these countries obtained all of the instructors and administrators required for the training programs. Mr. Ford replied that this was a problem almost everywhere he went, although it was probably less pronounced in Germany. Staff was obtained from industry and from training centres. It seemed that insufficient salary offered to such staff was often a drawback in recruitment, as it is in many cases in Canada.

In comparing apprentice training programs, he pointed out that in these countries, apprentices were given or obtained a controlled experience, and a greater variety of experience. Supervision and discipline were more rigid than could perhaps be introduced here.

In a comparison of facilities, Mr. Ford cited a number of training centres in Canada that were the equivalent of any visited in

Europe. The countries visited, however, had the advantage of greater industrialization, with the result that more emphasis was placed on apprentice training for industry, whereas in Canada such training was most prevalent in the service and construction trades.

These countries also have a closer tie-in between school and apprenticeship. In addition,

they are not having an unemployment problem to brake interest in apprentice, vocational and technical training programs.

An important point that evolved dealt with the length of apprenticeships in Canada, in view of the experience in other countries, and it was generally agreed in the discussion that the apprenticeship period could be reduced.

Labour-Management Committee Conference

Two-day meeting of representatives of labour, management and government, first ever held in Canada, agrees that similar area conferences ought to be held periodically across Canada for exchange of views on industrial relations problems

Labour-management committees across Canada should periodically send delegates to area LMC conferences to exchange views on mutual production and industrial relations problems and thereby to assist in the promotion of joint consultation on a national basis.

This was the foremost conclusion to emerge from Canada's first Labour-Management Committee Conference, held in Winnipeg on February 1 and 2. The conference brought together two hundred labour, management, Manitoba government and federal government representatives. Some 80 Labour-Management Committees in the Greater Winnipeg area were represented.

Questioned at the end of the conference, the delegates rated the meeting "good verging on excellent."

Conference chairman was Paul Graham, senior representative in Western Canada of the Department of Labour's Labour-Management Co-operation Service.

Deputy Minister of Labour

In his keynote address to the conference, George V. Haythorne, federal Deputy Minister of Labour, emphasized that all of Canada would benefit from a trend toward increased co-operation in industry. Lower costs, higher production and successful competition on old and new markets are among the rewards that would accompany a greater measure of teamwork between labour and management, he said.

Dr. Haythorne deplored the fact that labour and management were not facing up to the challenges of stiff competition from abroad, price competition on the domestic market, and unemployment. "Canadian industry and labour have yet to dig in their heels in response to some of our national challenges," he said. "Many of the western European countries are ahead

A labour-management conference on methods of increasing productivity was to be held at Queen's University on March 15 and 16. The seminar, which is expected to be the first in a series of such conferences, is being promoted by the National Productivity Council.

of us, leading the way. We have some catching up to do... and we can't afford to take too long."

The Deputy Minister noted that Canadians sometimes liked to rest secure in a pleasant feeling of splendid isolation or detachment from broader trends and concerns. "No such isolation exists," he asserted. "Industrial and national problems are an inescapable part of life at the plant level, and one of these problems, increased productivity, is among the important goals that we must reach through improved industrial relations in our day."

Dr. Haythorne commented that industry is missing out by not using, to a greater extent, joint consultation between labour and management to tackle such operational problems as waste, care of equipment and production efficiency.

He reported that in a survey of 285 secondary manufacturing industries, which included some of the most competitive of all industries, only one in twenty labour-management committees gave any great attention to the problem of waste; only one in ten to quality; and only one in forty to the subject of new plant equipment.

Dr. Haythorne told the conference that a union representative from the industry concerned serves on every Canadian trade mission abroad. "Canada is showing the world that it recognizes the close ties of labour and management in making production more efficient," he said. "The question

we must ask is whether the face we are showing abroad is also the face we are showing at home."

Sidney Buckwold, Mayor of Saskatoon

Mayor Sidney Buckwold of Saskatoon, a public member of the National Productivity Council and guest speaker at the luncheon, stated that increased teamwork between labour and management could boost competitiveness by lowering production costs in every single industry in Canada.

This country has seen her gross national product undergo a serious levelling off in contrast to advances being made by almost every other important nation, he said. He commended government "for having done much research and given encouragement and opportunity," but he accused labour and management of failing to respond to these urgent challenges.

"Neither group has shown acceptance of the necessity for higher productivity," he declared, "yet it is essential that we increase our gross national product an average of four to five per cent each year. Canadian industry can no longer sit back and expect high tariff protection to keep it in business forever. We have to compete with economic forces in Britain, in continental Europe and here at home. Either we increase our efficiency or face more and more unemployment."

Mr. Buckwold suggested there were four chief ingredients in any program to keep Canadian industry economically sound, competitively fit and able to maintain and improve the nation's high standard of living: (1) increased labour-management co-operation in industry; (2) more efficient production; (3) lower production costs; and (4) a specific line of Canadian exports.

Panel Discussions

During a panel discussion of "the contribution of government to the development of labour-management co-operation," Keith Cowan of the National Productivity Council said that Canadian industrial productivity would increase faster if plant labour-management committees become more active and widespread.

Industry would be expected to create 1,000,000 new jobs in Canada during the next five years, he said. This would be possible only if plant labour-management committees worked constantly to improve the health of Canadian industrial relations.

He assured the conference that the federal Government is doing everything possible in research and development of new methods to improve the nation's productive capacity.

In Britain later this year, trade unions and employers' organizations will co-operate in a National Productivity Year, designed to focus attention for a concentrated 12-month period on the need for co-operative endeavours to increase productivity. Professional institutions, research organizations, universities and technical colleges will join in. The British Productivity Council, which is promoting the productivity year, was set up 10 years ago to take over the work of the postwar Anglo-American Productivity Council.

In the United States, sometime before the end of June, a new labour-management conference, to be known as the White House Conference on National Economic Issues, is to come into being. The idea of this conference originated with the President's Advisory Committee on Labor-Management Policy.

In an appeal for the co-operation of organized labour, Mr. Cowan urged union delegates: "Get hold of management's ear and work out solutions with them."

Panel moderator Gordon G. Cushing, Assistant Deputy Minister of Labour, led off the discussion by briefly sketching the purposes, history and facilities of the Labour-Management Co-operation Service and outlining the growth and achievements of plant committees since World War II.

The panel discussion was one of four at the conference. The others dealt with: organizing and planning Labour-Management Committee activities; plant communications and morale; and waste, quality, and new equipment and methods.

Norman E. Bickell, international representative and sub-regional director of the United Automobile Workers, proposed that labour-management committees should be in use throughout industry. No time should be wasted in setting them up on a national scale, he said. "They have been so successful where they have been tried," he said, "that I can see no reason for not using them on a national scale."

He added that he had found bargaining "markedly different" in plants that had a labour-management committee. "Contract negotiations seem to go forward on a basis of trust and mutual respect," he said.

"No more interference, please", was the gist of a management spokesman's advice to federal government representatives at the conference. Charles E. Greb, manager of Greb Shoes Ltd., told the delegates that the government should not do more in the labour-management field than it is now doing.

Referring to the assistance provided by the Labour-Management Co-operation Service to companies and unions interested in establishing and operating a plant labour-management committee, Mr. Greb declared:

Gordon Cushing,
Assistant Deputy
Minister of
Labour (left);
Ed Cooke, Presi-
dent, Local 500,
National Union
of Public Service
Employees; and
Paul DuVal,
President, Acme
Sash and Door
Company.



Portugal, Winnipeg

"The LMCS program lays down the principles industry should follow. From there on, the ball is in our hands." Business wants help in this type of endeavour but not government control, he said. The job of expanding the influence and scope of labour-management committees should now be left to industry.

Joseph James, executive secretary of the Manitoba Federation of Labour, charged that management is not really interested in labour-management committees. "If management were really interested in joint consultation," he declared, "more than 400,000 of the 5,000,000 men making up our national labour force would be represented on labour-management committees. Also, we would see more top management representatives at this conference.

Obviously there is a tremendous job to be done," continued Mr. James. "There is a greater need to get together. Labour wants to see management flourish because labour in turn will benefit from management's prosperity."

Mr. James was equally critical of labour. "Labour groups should realize that if they are going to keep asking for increases in wages, there must be something in the pot," he said. "It's imperative that labour and management get closer together; not fear each other, but have a closer community of interests."

Communications and Morale

Gary Thompson, assistant general manager of Greensteel Industries Ltd., Winnipeg, told delegates that a regular exchange

of ideas at the plant level is achieved best through labour-management committee meetings. "Letters, films, posters and bulletin boards are also useful," he said, "but there is no better way than joint consultation to consolidate teamwork among employees."

F. E. P. Pearson, manager of the lime division, Winnipeg Supply and Fuel Co. Ltd., reported that he found it a "necessity" to exchange ideas between labour and management.

Doug Ingram, a member of Local 174, International Moulders and Allied Workers, stated that the "sense of participation" achieved through joint consultation meetings spelled the difference, in the employee's mind, between "working for" and "working at" a company. Where a plant operates a labour-management committee, employee representatives serving on it will deal seriously with problems raised for discussion, because "they know that the committee is their line of communication to top management," he said.

Planning LMC Activities

Beefs directed at management by employees of the Acme Sash and Door Company, Winnipeg, are welcome, said the company president, Paul N. DuVal. "I welcome beefs," he said. "I think they are one of the best ways to know what your employees are thinking."

Mr. DuVal had some further remarks about profits. "Profit is not immoral," he said. "The profitable firm is the only successful firm, able to provide employment



Portugal, Winnipeg

G. R. Hunter, QC,
President,
Winnipeg Chamber
of Commerce
(left); **Joseph
James, Secretary,**
Manitoba Federa-
tion of Labour;
and **J. T. Montague,**
Department of
Labour, Ottawa.

and pay wages. Labour helps to promote profit by improving efficiency and reducing costs."

Confronted with the judgment that profits should not be made because some are wasted or spent unwisely, Mr. DuVal replied: "If industry looked at the way wages are sometimes spent in beer parlours or on other things considered wasteful, management could turn around and say that wages should take second place in the worker's consideration of a job."

Charles Gilchrist, recording secretary of Local 4066, United Steelworkers of America, stressed the need for "rotating members" who could step in as replacements during the absence of regular members. "Management should never postpone its L-M meeting," he insisted. "This only indicates to employees that the company doesn't care. They should be held regularly and attended by top management."

B. Bracegirdle, vice-president of Claude Neon-Ruddy Kester Ltd., remarked: "Management must consciously encourage employees to speak up and take part in LMC meetings. Management should not be looked upon as a steering committee." He recommended that management give their LMCs more responsibility.

Ed Cooke, president of Local 500, National Union of Public Service Employees, and serving with the engineering department, City of Winnipeg, spoke in favour of recognition. "Recognition is the most important objective of employees," he maintained. "They also appreciate explana-

tions, which is better than just being told what to do. It makes them feel more a part of an organization."

Mr. Cooke added that LMCs help to overcome the feeling that the boss is somebody apart who is not interested in participating in the problems faced by his employees.

Quality and Waste

Wasted material, wasted time, wasted human effort—and loss of the money involved—can be reduced "a great deal" through the use of plant labour-management committees, said J. R. Stuart, personnel manager for the City of Winnipeg. "The role of LMCs in waste reduction programs is to keep everybody aware of the cost of waste," he said. He suggested, by way of example, that the extra time a labour-management committee might take to select the right material for a job would often more than compensate for the waste caused through use of the wrong material.

Norman Bickell of the UAW stated that from his experience there was less waste in time, manpower and material where an LMC was operating. "It should be emphasized" he added, that the more waste there is in a plant, the less chance there is to make a profit. And the greater the reduction in profit, the more chance there is for a layoff."

To improve the quality of one's product, N. A. Esdale, manager of Display Fixtures (Manitoba) Ltd., proposed that management make an effort to improve plant morale. "Many of your problems can be

answered through the better understanding obtained in labour-management meetings," he said.

Direct comparison between the good and the bad is the way to bring quality to an employee's attention, declared Robert Hamilton, president of Local 224, United Packinghouse Workers of America, and an employee with Burns and Company Ltd. Mr. Hamilton explained that to handle a complaint at Burns, samples of a good product and a bad product are put in front of L-M committee members at a regular meeting. "We show the good product first and then the bad one. Then we find out why the second product was not made like the first and look for the reason why the quality has slipped. When we have the answers, they are brought to the attention of all our employees."

Panel moderators in addition to Mr. Cushing were S. J. Walton and A. C. Candline of the Labour-Management Co-operation Service, and W. E. Sproule of the Industrial Relations Branch, Department of Labour.

W. Elliott Wilson

W. Elliott Wilson, Manitoba Deputy Minister of Labour, delivered the closing address to the conference. Labour and management today were finding, he said, that "the things they have in common greatly

outnumber the things that keep them apart." He congratulated the conference for emphasizing their joint interests and playing down their differences.

To illustrate how great was the interdependence of the two, Mr. Wilson sketched an "anatomy of industry." The shop staff, he said, was an extension of management's hands and eyes and ears. The sales staff acted as management's lips and tongue. Those employed in research represented the company's nervous system, and others engaged in distribution were an extension of the employer's feet to carry products to the market.

"There is still the heart," said Mr. Wilson. "Without it a body cannot function; without the heart of labour and management, a business will not prosper. There is no prosperity without partnership," he continued. "The difference between an enterprise with a future and one without is determined by the extent to which the hearts of labour and management beat and work together."

Mr. Wilson declared his faith in the "great potentiality" of the labour-management committee movement, and the contribution it has yet to make to industry. He urged the delegates to guard the humanness in all things—"for there is no enterprise from which the human element can be excluded"—and to set the rest of Canada an example of "statesmanship in industrial relations."

Chronic unemployment persists in the Atlantic region and the outlook is "lack of job opportunities for our people—a waste of our nation's manpower resources," says the Atlantic Provinces Economic Council in the first of a series of booklets, *The Economy of the Atlantic Region in Perspective*, released last month.

"One of the great challenges for Canada is to find a way to attain a better balance in economic development among the several regions that constitute the nation. This is essentially a national problem," the booklet states.

The booklet is based on a paper presented to the 1960 annual meeting of the Council by Council Executive Vice-President Nelson Mann. It cites statistics regarding particular industries to show the low level of per capita income and the high level of unemployment in the Atlantic Provinces compared with the rest of Canada.

The labour force participation rate is lower in the Atlantic Provinces than in the rest of Canada—about 45 per cent in Newfoundland, about 57 per cent in Ontario—and unemployment tends to be high among those who do participate. Nowhere in Canada is seasonal unemployment a greater problem than in the Atlantic Provinces, the booklet says.

In Newfoundland and New Brunswick, the Council sees promise for mineral industries, though as regards Nova Scotia, with its dependence on coal, it finds it "difficult to be optimistic . . . particularly in the short run." It expects that the Atlantic Provinces will share in the "vigorous expansion" of the service industries in the years ahead, but even here the growth of employment will be held back if "some shift of Canadian industrial development to the Atlantic Provinces does not take place."

Latest Labour Statistics

(Latest available statistics at March 15, 1962)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a)..... (000)	February	6,423	+ 0.2	+ 0.9
Employed..... (000)	February	5,840	- 0.4	+ 3.5
Agriculture..... (000)	February	574	- 0.2	+ 0.7
Non-agriculture..... (000)	February	5,266	- 0.4	+ 3.8
Paid workers..... (000)	February	4,770	- 0.3	+ 3.7
At work 35 hours or more..... (000)	February	5,015	- 0.5	N.A.
At work less than 35 hours..... (000)	February	666	- 1.6	N.A.
Employed but not at work..... (000)	February	159	+ 7.4	N.A.
Unemployed..... (000)	February	583	+ 7.0	- 18.9
Atlantic..... (000)	February	94	+11.9	- 6.9
Quebec..... (000)	February	203	+13.4	- 21.9
Ontario..... (000)	February	161	+ 8.1	- 20.3
Prairie..... (000)	February	72	- 4.0	- 5.3
Pacific..... (000)	February	53	- 8.6	- 33.8
Without work and seeking work..... (000)	February	534	+ 6.5	- 18.8
On temporary layoff up to 30 days..... (000)	February	49	+12.8	- 20.0
Industrial employment (1949=100).....	December	117.9	- 3.1	+ 2.7
Manufacturing employment (1949=100).....	December	108.0	- 2.6	+ 3.7
Immigration.....	Year 1961	71,689	—	- 31.2
Destined to the labour force.....	Year 1961	34,809	—	- 35.0
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	February	44	+10.0	+144.4
No. of workers involved.....	February	10,855	+18.3	+578.0
Duration in man-days.....	February	72,070	-15.6	+254.7
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	December	\$77.07	- 2.2	+ 2.5
Average hourly earnings (mfg.).....	December	\$1.88	+ 2.2	+ 3.3
Average hours worked per week (mfg.).....	December	38.8	- 5.6	+ 0.3
Average weekly wages (mfg.).....	December	\$72.89	- 3.6	+ 3.2
Consumer price index (1949=100).....	February	129.8	+ 0.1	+ 0.7
Index numbers of weekly wages in 1949 dollars (1949=100).....	December	134.6	- 3.6	+ 2.8
Total labour income..... \$000,000	December	1,615	- 2.6	+ 5.6
<i>Industrial Production</i>				
Total (average 1949=100).....	January	172.6	- 0.7	+ 8.0
Manufacturing.....	January	148.9	- 1.7	+ 7.7
Durables.....	January	145.1	- 1.0	+ 9.6
Non-durables.....	January	152.1	- 2.3	+ 6.3

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also Tables A-1 to A-3, pages 371 and 372; see also page 275, February issue.

Employment and Unemployment, February

The changes in employment and unemployment between January and February were about in line with seasonal patterns. Employment declined by 24,000 during the month, and unemployment increased by 38,000.

Since mid-1961 the labour force has shown little change apart from seasonal movements, in contrast to its steady and rapid growth over the past decade. In February, the estimated labour force was 60,000, or about 1 per cent, higher than a year earlier. Employment, however, was up 196,000 or 3.5 per cent over the year—one of largest margins in the past five years—rising to 5,840,000 from 5,644,000. Unemployment, at 583,000, was 136,000 lower than a year earlier.

In the week ended February 17, the labour force was estimated at 6,423,000, up from 6,409,000 in January and from 6,363,000 in February 1961.

Employment

Employment in non-farm industries declined slightly from January to February and farm employment declined even less.

There was some increase in employment in service and manufacturing. The main decreases during the month were in trade, construction, forestry and mining.

Of the estimated 5,840,000 employed, 4,202,000 were men and 1,638,000 were women. A month earlier there were 4,212,000 employed men and 1,652,000 employed women; a year earlier, 4,038,000 men, 1,606,000 women.

Employment in agriculture was estimated at 574,000 in February, 570,000 a year earlier. Non-agricultural employment was 5,266,000 in February, 5,074,000 in February last year.

The demand for male workers has strengthened noticeably over the year. The number of employed men increased by 164,000, of employed women by 32,000. As in previous months, the major part of the year-to-year increase was in service and manufacturing. Moderate increases occurred also in trade and construction. In other industries, employment levels were maintained at year-earlier levels.

The strongest gains in manufacturing employment were in durable goods industries. Electrical apparatus and shipbuilding showed particularly strong advances. Smaller, though still considerable gains occurred in wood products and in the automotive and automotive parts industries.

Employment was fairly well maintained during the month and continued higher than a year earlier in all regions.* Year-to-year gains varied from just under 2 per cent in Ontario to a little better than 6 per cent in the Pacific region.

Unemployment

Unemployment increased by 38,000 to 583,000 between January and February. The February figure represented 9.1 per cent of the labour force, well down from the 11.3 per cent of a year earlier. About 95 per cent of the decrease during the year was among unemployed men. The January figure represented 8.5 per cent of the labour force.

About two thirds of the rise in unemployment over the month was in the Quebec region, where many workers were released as a result of a seasonal decline in pulp-cutting operations. The Ontario and Atlantic regions experienced smaller increases. There were actually decreases in the Prairie and Pacific regions.

About 44,000 of the 583,000 unemployed in February were on temporary layoff. Another 89,000 had been released from their jobs since the previous month, and 260,000 had been jobless for one to three months. These three groups together accounted for two thirds of the total.

Of the 539,000 without work and seeking work, 514,000 were seeking full-time work, 25,000 part-time work.

An estimated 116,000 had been without jobs for four to six months, and 74,000 had been without jobs for seven months or more.†

About three of every ten unemployed workers in February were under 25 years of age, four were from 25 to 44 years old and three were 45 years or over.

Atlantic

Employment in the Atlantic region remained stable between January and February. Minor seasonal declines took place during the month in forestry and construction, but there were offsetting gains in manufacturing, trade and service.

Activity in iron and steel manufacturing increased somewhat during February from the low level of the previous month, and the railway rolling stock industry showed a slight improvement. In other parts of

*See Table A-1, page 371.

†See Table A-3, page 372.

manufacturing, employment levels were generally well maintained.

Unemployment in February, at 94,000, was 16.2 per cent of the labour force, compared with 84,000 or 14.7 per cent a month earlier and 101,000 or 18.0 per cent a year earlier.

Employment in February, at 487,000, was 26,000 or 5.6 per cent higher than a year earlier. The increase was fairly widely distributed among the major industry divisions, with gains in forestry, construction, service and manufacturing. The main strengthening in manufacturing was in shipbuilding, which showed a marked improvement over the year. Employment levels were lower than a year earlier in iron and steel manufacturing and railway rolling stock.

In the week ended February 17, the Atlantic labour force was estimated at 581,000, up slightly from 571,000 in January. In February last year it was 562,000.

Quebec

Employment in the Quebec region declined seasonally between January and February. Most of the decline was in outdoor activities. Pulp-cutting and log-hauling operations were completed in many areas, and construction activities were reduced as a result of extremely cold weather.

Manufacturing employment was maintained at the level of the previous month, both consumer goods and capital goods showing continuing strength. Seasonal layoffs occurred in certain parts of manufacturing but were generally of shorter duration than in previous years. Many areas reported a continued high level of employment in textiles.

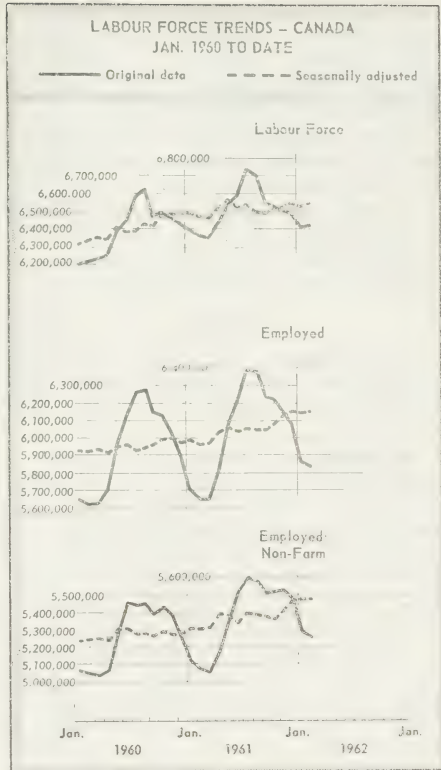
New orders for locomotives and railway rolling stock resulted in the recall of former employees and there were renewed demands for qualified workers in the shipbuilding industry.

Unemployment in February, at 203,000, was 11.3 per cent of the labour force, down from 260,000 or 14.5 per cent a year ago but up from 179,000 or 10.0 per cent in January.

Employment increased by 58,000, or 3.8 per cent, over a year ago, the largest year-to-year increase for the month since 1957. It was estimated at 1,596,000; in January 1961 it was 1,538,000.

The improvement was mainly in manufacturing and the service industries. In manufacturing the greatest employment gains occurred in textile and leather goods, railway rolling stock and shipbuilding.

Construction employment was also higher than a year ago, mainly because of in-



creased residential construction. Employment in forestry was somewhat lower than last year.

In the week ended February 17, the Quebec labour force was estimated at 1,799,000. The month before it was 1,795,000 and the year earlier, 1,798,000.

Ontario

Employment in Ontario declined seasonally between January and February. More than half of the decrease was in agriculture. In non-agricultural industries, employment changes during the month were generally small and largely offsetting. Manufacturing employment showed continuing strength, particularly in textiles, chemicals and most durable goods industries.

Unemployment in February, at 161,000, was 6.8 per cent of the labour force, compared with 149,000 or 6.3 per cent in January and 202,000 or 8.6 per cent a year earlier.

The February employment estimate, 2,193,000, was slightly lower than that for January, 2,211,000, but 41,000 above the 2,152,000 in February 1961.

Non-farm employment was 54,000 or 2.7 per cent higher than a year earlier; farm employment was 13,000 lower. The

service-producing industries and manufacturing, led by electrical goods, primary iron and steel, automobiles, rubber products and textiles, accounted for much of the year-to-year employment gain.

Higher employment was also evident in forestry, but employment was down slightly in mining and construction.

In the week ended February 17, the Ontario labour force was estimated at 2,354,000, the same as a year earlier; in January it was estimated at 2,360,000.

Prairie

Employment in the Prairie region remained fairly stable between January and February, as it usually does at this time of year.

Manufacturing employment showed a slight rise, making up for a small decline in mining. Activity in the construction industry remained unchanged during February, despite the fact that extremely cold weather persisted throughout the month. Construction employment was maintained at a relatively high level all winter.

Unemployment in February, at 72,000, was 6.5 per cent of the labour force, compared with 75,000 or 6.8 per cent in January and 76,000 or 7.1 per cent a year earlier.

Employment in February was 40,000, or 4.0 per cent, higher than a year earlier. The construction industry showed the most marked improvement, with strengthening in residential, commercial and engineering construction. Year-to-year gains also took place in agriculture and service.

Mining employment was maintained at last year's level, despite reduced labour requirements in oil fields. In manufacturing, employment was slightly higher than a year ago.

In the week ended February 17, the Prairie labour force was estimated at

1,108,000, only slightly higher than the 1,106,000 in January; in February 1961 it was estimated at 1,072,000.

Pacific

Employment in the Pacific region showed little change between January and February. The employment estimate in February was 528,000; in January it was 519,000, and in February last year, 497,000.

Activity in the lumber industry increased seasonally; most sawmills were back in operation and in some mills additional shifts were started. As a result, the recall lists in many areas were exhausted and shortages of certain qualified workers were reported. Forestry operations were hampered in some areas by unfavourable hauling conditions. Construction employment showed little change from the previous month.

Unemployment in February, at an estimated 53,000, was 9.1 per cent of the labour force, compared with 58,000 or 10.1 per cent a month earlier and 80,000 or 13.9 per cent a year earlier.

Employment was 31,000 or 6.2 per cent higher than a year earlier. Most of the increase was in the service-producing industries. Manufacturing also showed some improvement, particularly in lumber products and shipbuilding.

An early spring breakup with its resulting road restrictions, combined with increased mechanization of forestry operations, were responsible for a year-to-year decline in forestry employment. Construction employment was lower than last year, partly because of unfavourable weather.

In the week ended February 17, the Pacific labour force was estimated at 581,000, which was slightly higher than the 577,000 a month and a year earlier.

—Prepared by D.B.S. and
Department of Labour

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	February 1962	February 1961	February 1962	February 1961	February 1962	February 1961
Metropolitan.....	7	11	5	1	.....	.....
Major Industrial.....	17	19	9	7	.....	.....
Major Agricultural.....	6	10	8	4	.....	.....
Minor.....	38	46	19	11	1	1
Total.....	68	86	41	23	1	1

CLASSIFICATION OF LABOUR MARKET AREAS—FEBRUARY

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Calgary Edmonton Quebec-Levis St. John's Vancouver-New Westminster Windsor Winnipeg	Halifax → HAMILTON Montreal Ottawa-Hull Toronto		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Brantford Corner Brook Cornwall Fort William-Port Arthur Farnham-Granby Joliette Lac St. Jean Moncton New Glasgow Niagara Peninsula Peterborough ROUYN-VAL D'OR ← Shawinigan Sherbrooke Sydney TIMMINS-KIRKLAND LAKE ← Trois Rivières	Guelph Kingston Kitchener London Oshawa Saint John Sarnia Sudbury Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)	Charlottetown Lethbridge Prince Albert Riviere du Loup Thetford-Lac Megantic- St. Georges Yorkton	Barrie Brandon Chatham Moose Jaw North Battleford Red Deer Regina Saskatoon		
MINOR AREAS (labour force 10,000-25,000)	Bathurst Beauharnois Bracebridge Bridgewater Campbellton Chilliwack Cranbrook Dauphin Edmonton FREDERICTON ← Gaspe Grand Falls Kamloops Kentville LACHUTE-STE. THERESE ← Lindsay Medicine Hat Montmagny Newcastle Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince George-Quesnel Prince Rupert Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Stephen Sorel Summerside Trail-Nelson Truro Valleyfield Victoriaville WEYBURN ← Woodstock, N.B. Yarmouth	Belleville-Trenton Brampton Central Vancouver Island Dawson Creek Drumheller Drummondville Galt Goderich Listowel North Bay St. Hyacinthe St. Jean St. Thomas → SAULT STE. MARIE Simcoe Stratford Swift Current Walkerton Woodstock-Tillsonburg	Kitimat	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 275, February issue.

Collective Bargaining in February

During February, the **United Auto Workers** concluded a three-year agreement with **Massey-Ferguson** after four months of negotiations and a seven-hour strike which occurred on February 2. Approximately 4,100 employees at plants in Toronto, Brantford and Woodstock are covered by the new contract, which provides for three wage increases of 6 cents an hour for day workers and skilled trades and of 5 cents an hour for incentive workers, with retroactive pay of 6 cents an hour for time worked from December 16, 1961 to February 15, 1962. The cost-of-living allowance formula (1 cent for each .6 points change in the consumer price index) has been retained but 3 cents of the allowance will be used to pay part of the cost of improvements in fringe benefits. These include increases in basic and supplementary pensions, S.U.B., group life insurance and a higher weekly sickness indemnity. Massey-Ferguson will continue to pay for hospital and medical insurance for employees and, in addition, will pay 50 per cent of the premiums for employees retiring after December 15, 1961. Other features of the settlement include a higher shift premium, three days bereavement leave (formerly one day) and four weeks vacation after 25 years of service.

In the automobile industry, the United Auto Workers signed a three-year agreement with **Studebaker-Packard of Canada** in Hamilton, where about 400 plant workers are employed. Essentially, the terms of settlement closely resemble those of the General Motors and Ford agreements concluded during the two previous months. Studebaker-Packard agreed to three annual improvement factor wage increases of 6 cents an hour during the life of the contract and to retain the cost-of-living allowance formula (1 cent for each .6 points change in the consumer price index), with 1 cent of the allowance to be applied to increased welfare costs. Weekly S.U.B. was increased to 62 per cent of before-tax earnings plus \$1.50 per dependent up to four dependents (previously 65 per cent of weekly after-tax straight-time pay); a new short work week benefit was also adopted. The basic pension is now \$2.80 a month per year of service (formerly \$2.50) and a supplementary pension of \$1.80 a month per year of service will be paid between the ages of 65 and 70. Besides continuing to pay employees' hospital and medical insurance premiums, the company agreed to pay 50 per cent of the hospital and medical insurance premiums for pensioners. Group life insurance was increased from \$4,000 to \$4,500 and insurance for accidental death and dismemberment was raised to \$6,000 (formerly \$5,500). In addition, the weekly sickness indemnity was increased from \$40 to \$45.

On February 19, the plant employees of **Chrysler Corporation** in Windsor went on strike. The company and the United Auto Workers agreed, however, that union members would carry out vital repairs and maintenance. As the strike continued into March, company and union negotiators held regular meetings in order to resolve the dispute.

Also in Windsor, the United Auto Workers were bargaining on behalf of some 500 office employees at **Ford Motor Company of Canada** for the renewal of a contract that had expired February 15. By the end of the month, no agreement had been reached.

Collective bargaining between the 15 unions representing 110,000 non-operating railway employees and the **C.N.R.** and **C.P.R.** continued during the month. As an alternative to the unions' proposal for a job security formula

that would limit any reduction in the number of employees with five or more years seniority to one per cent a year, the railways suggested plans for guaranteeing work or income for employees with 20 or more years seniority with severance pay for those with more than eight years seniority. The unions did not accept the companies' proposals, and both parties made separate requests for conciliation, with the unions favouring direct recourse to a conciliation board and the railways requesting the services of a conciliation officer.

The **Brotherhood of Locomotive Engineers**, whose contracts with the C.N.R. and C.P.R. had expired early in 1961, reported that its members across Canada had authorized strike action in a vote that began in December, 1961. The companies had accepted the majority recommendations of two conciliation boards and then proceeded to implement the boards' proposals in January. The unions had rejected the boards' recommendations.

During the month, the **Public Service Employees**, who have been negotiating for approximately 9,500 **Ontario Hydro Electric Power Commission** workers since March 1961, rejected the majority recommendations of a conciliation board and went forward with a strike vote. The majority report suggested a two-year agreement that would provide for two wage increases, each of 2 per cent, and discontinue the current cost-of-living escalator clause. These recommendations were accepted by Ontario Hydro. The minority report recommended wage increases of 4 per cent each year of a two-year agreement and the retention of the cost-of-living allowance provision.

In the fur dressing industry, the fur dressing and dyeing locals of the **Butcher Workmen** signed a three-year master agreement with the **Fur Trade Association of Canada**, which represents 26 firms in Montreal, Toronto and Winnipeg. The settlement covers 1,000 workers. The new agreement, ratified on February 20 after a six-week strike, entitles hourly paid workers to a wage increase of 18 cents an hour the first year and 12½ cents an hour in each of the two succeeding years of the contract; the companies agreed to increase the wages of piece workers by 6 per cent in 1962 and by 5 per cent in 1963. The terms of settlement also include higher company contributions to the pension and sick benefit plans.

At the end of February, the Ontario Labour Relations Board conducted a pre-hearing representation vote among 17,000 employees of **International Nickel Company** at Sudbury, Ontario. The **Steelworkers** had requested this vote in December in their efforts to displace the **Mine, Mill and Smelter Workers** as the miners' bargaining agent. Negotiations to renew a contract between the company and the Mine, Mill and Smelter Workers, which expired January 2, have been held in abeyance during the contest between the two unions.

The Steelworkers have been trying to succeed the Mine, Mill and Smelter Workers at other locations as well. In December, the Steelworkers won a representation vote at the International Nickel Company's Port Colborne refinery. Their application for certification at the company's Thompson, Man., mine in January was followed in February by a request for a representation vote. Also in February, they applied for bargaining rights at the **Falconbridge Nickel Mines** in Sudbury.

Collective Bargaining Scene

Agreements covering 500 or more employees,
excluding those in the construction industry

Part I—Agreements Expiring During March, April and May (except those under negotiation in February)

Company and Location	Union
Abitibi Power & Paper & subsids., Que., Ont. & Man.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Acme, Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
Alta. Govt. Telephones	I.B.E.W., (AFL-CIO/CLC) (traffic empl.)
Anglo-Nfld. Development, Grand Falls, Nfld.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Bakeries (various), Greater Vancouver, B.C.	Bakery Wkrs. (CLC)
Breweries (various), Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)

Company and Location	Union
Burns & Co. (Eastern), Kitchener, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Can. Iron Foundries, Three Rivers, Que.	Moulders (AFL-CIO/CLC)
Can. Packers (8 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Can. Wire & Cable, Leaside, Ont.	U.E. (Ind.)
Cdn. Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que.	Empl. Council (Ind.)
Collingwood Shipyards, Collingwood, Ont.	CLC-chartered local
C.P.R., System-wide	Trainmen (AFL-CIO/CLC) (dining car staff)
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
Dom. Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dunlop Canada, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dunlop Canada, Whitby, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
DuPont of Can., Kingston, Ont.	Mine Wkrs. (Ind.)
East. Can. Newsprint Grp., Que. & N.S.	Paper Makers (AFL-CIO/CLC) Pulp & Paper
E. B. Eddy, Hull, Que.	Mill Wkrs. (AFL-CIO/CLC) & others
Electro Metallurgical, Welland, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper
Falconbridge Nickel, Falconbridge, Ont.	Mill Wkrs. (AFL-CIO/CLC) & others
B. F. Goodrich Canada, Kitchener, Ont.	U.E. (Ind.)
Great Lakes Paper, Fort William, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
Kimberley-Clark Paper, Terrace Bay, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper
Manitoba Hydro	Mill Wkrs. (AFL-CIO/CLC) & others
Marathon Corp., Marathon, Ont.	I.B.E.W. (AFL-CIO/CLC)
McCormick's Ltd., London, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Montreal General Hospital, Montreal, Que.	Paper Makers (AFL-CIO/CLC) Pulp & Paper
Ont.-Minnesota Paper, Fort Frances & Kenora, Ont.	Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W.
Ontario Paper, Thorold, Ont.	(AFL-CIO/CLC)
Power Super Markets, Toronto, Hamilton, Oshawa, Ont.	I.B.E.W. (AFL-CIO/CLC)
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Price Bros., Kenogami & Riverbend, Que.	Millers (AFL-CIO/CLC)
Provincial Paper, Thorold, Ont.	Service Empl. Federation (CNTU)
Quebec City, Que.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec City, Que.	Paper Makers (AFL-CIO/CLC) Pulp & Paper
Que. North Shore Paper, Baie Comeau, Que.	Mill Wkrs. (AFL-CIO/CLC) & others
Sask. Government	Butcher Workmen (AFL-CIO/CLC)
Sask. Power Corp.	Woodcutters, Farmers Union (Ind.)
Shawinigan Chemicals, Shawinigan, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Steep Rock Mines, Steep Rock Lake, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Swift Cdn. (6 plants), Canada-wide	Municipal & School Empl. Federation (Ind.)
White Spot Restaurants, Vancouver & Victoria, B.C.	(inside empl.)
	Municipal & School Empl. Federation (Ind.)
	(outside empl.)
	Paper Makers (AFL-CIO/CLC) Pulp & Paper
	Mill Wkrs. (AFL-CIO/CLC)
	Sask. Civil Service (Ind.) (labour services)
	Oil Wkrs. (AFL-CIO/CLC)
	CNTU-chartered local
	Steelworkers (AFL-CIO/CLC)
	Packinghouse Wkrs. (AFL-CIO/CLC)
	Empl. Union (Ind.)

Part II—Negotiations in Progress During February

Bargaining

Company and Location	Union
Algoma Ore Properties, Wawa, Ont.	Steelworkers (AFL-CIO/CLC)
Aluminum Co., Kingston, Ont.	Steelworkers (AFL-CIO/CLC)
Asbestos Corp. & others, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Assn. des Marchands Détaillants (Produits Alimentaires), Quebec, Que.	Commerce Empl. Federation (CNTU)
Auto dealers, garages, (various), Vancouver, B.C.	Machinists (AFL-CIO/CLC)
Automatic Electric, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Telephone & subsidiaries	B.C. Telephone Wkrs. (Ind.)
Brewers' Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
Burns & Co. (6 plants), Western Canada	Packinghouse Wkrs. (AFL-CIO/CLC)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Can. Steamship Lines, Ont. & Que.	Seafarers (AFL-CIO)
Cdn. Cannery, Vancouver, Penticton & Ashcroft, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Celanese, Sorel, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CNTU)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assn. (Ind.)

Company and Location	Union
Clothing Mfrs. Assn., Quebec, Farnham & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Cluett Peabody, Kitchener & Stratford, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
C.N.R., C.P.R., other railways, system-wide	15 unions (non-operating empl.)
Consolidated Mining & Smelting, Kimberley & Trail, B.C.	Mine, Mill & Smelter Wkrs. (Ind.)
Dairies (various), Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que.	Mine Wkrs. (Ind.)
Donahue Bros., Clermont, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Dosco (Wabana Mines), Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Electric Auto-Lite, Sarnia, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
Fisheries Assn. & Cold Storage Cos. B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Food Stores (various), Vancouver, Victoria & New Westminster, B.C.	Retail Clerks (AFL-CIO/CLC)
Ford of Canada, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC) (office empl.)
Fry-Cadbury, Montreal, Que.	Bakery Wkrs. (CLC)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
Garment Mfrs. Assn., Winnipeg, Man.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Glove Mfrs. Assn., Montreal, St. Raymond, Loretteville, St. Tite, Que.	Clothing Wkrs. Federation (CNTU)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hospitals (11), Montreal & district, Que.	Service Empl. Federation (CNTU)
Hotel Chateau Frontenac (C.P.R.), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
Hotel Chateau Laurier (C.N.R.), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress (C.P.R.), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
John Inglis, Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
International Harvester, Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Kelly, Douglas, company-wide, B.C.	Empl. Assn. (Ind.)
Lake Asbestos of Que., Black Lake, Que.	Mining Empl. Federation (CNTU)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (linemen)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (telephone operators)
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical empl.)
National Harbours Board, Montreal, Que.	Railway Clerks (AFL-CIO/CLC)
Nfld. Employers' Assn., St. Johns, Nfld.	Longshoremen's Protective Union (Ind.)
Northern Electric, Belleville, Ont. & Montreal, Que.	Empl. Assn. (Ind.) (plant empl.)
Northern Electric, Montreal, Que.	Office Empl. Assn. (Ind.)
North York Township, Ont.	Public Empl. (CLC) (outside empl.)
Ottawa City, Ont.	Public Empl. (CLC)
Pacific Press, Vancouver, B.C.	Newspaper Guild (AFL-CIO/CLC)
Philips Electronics, Toronto, Ont.	I.B.E.W. (AFL-CIO/CLC)
Ready-mix concrete (4 cos.), Toronto, Ont.	Teamsters (Ind.)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
Rio Algom Mines (Milliken Mine), Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Rio Algom Mines (Nordic Mine), Algoma Mills, Ont.	Steelworkers (AFL-CIO/CLC)
Steinberg's Ltd., Island of Montreal, Que.	Empl. Protective Assn. (Ind.)
Toronto City, Ont.	Public Empl. (CLC) (inside empl.)
Toronto Metro. Municipality, Ont.	Public Empl. (CLC) (inside empl.)
Toronto Metro. Municipality, Ont.	Public Empl. (CLC) (outside empl.)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Vancouver Police Commissioners Bd., B.C.	B.C. Peace Officers (CLC)
Conciliation Officer	
Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & other points, Que.	Service Empl. Federation (CNTU)
Avro & Orenda Engines, Malton, Ont.	Machinists (AFL-CIO/CLC) (plant empl.)
Building material suppliers, Vancouver & Fraser Valley, B.C.	Teamsters (Ind.)
Cdn. Steel Foundries, Montreal, Que.	Steel & Foundry Wkrs. (Ind.)
Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Stores, Toronto, Hamilton & other locations, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont.	Distillery Wkrs. (AFL-CIO/CLC)
Imperial Tobacco & subsidiaries, Ont. & Que.	Tobacco Wkrs. (AFL-CIO/CLC)

Company and Location	Union
Motor Trans. Ind. Relations Bureau, Ont.	Teamsters (Ind.) (drivers)
Motor Trans. Ind. Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C.	Butcher Workmen (AFL-CIO/CLC)
Toronto Electric Commissioners, Ont.	Public Service Empl. (CLC)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)

Conciliation Board

Avro & Orenda Engines, Malton, Ont.	Machinists (AFL-CIO/CLC) (salaried empl.)
Cdn. Celanese, Drummondville, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
C.N.R., system-wide	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.N.R., system-wide	Trainmen (AFL-CIO/CLC)
C.P.R., system-wide	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.P.R., system-wide	Trainmen (AFL-CIO/CLC)
Cyanamid of Canada, Welland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Dom. Textile, Montreal, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Lake Carriers' Assn., eastern Canada	Seafarers (AFL-CIO)
Montreal Cottons, Valleyfield, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Queмонт Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Smith Transport, Kingsway Transport & others, Ont. & Que.	Teamsters (Ind.)

Post-Conciliation Bargaining

Campbell Chibougamau Mines, Chibougamau, Que.	Steelworkers (AFL-CIO/CLC)
C.N.R., system-wide	Locomotive Engineers (Ind.)
C.P.R., system-wide	Locomotive Engineers (Ind.)
Dom. Textile, Montmorency, Sherbrooke, Magog & Drummondville, Que.	Textile Federation (CNTU)
Noranda Mines, Noranda, Que.	Steelworkers (AFL-CIO/CLC)

Arbitration

Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)

Work Stoppage

Chrysler Corporation, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)

Part III—Settlements Reached During February

(A summary of major terms on the basis of information immediately available. Figures for the number of employees covered are approximate.)

ANACONDA AMERICAN BRASS, NEW TORONTO, ONT.—AUTO WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 1,000 empl.—wage increase of 5¢ an hr. eff. Jan. 22, 1962 and further wage increases of 6¢ an hr. eff. Jan. 22, 1963 and 1964; sickness and accident benefit increased to \$45 a wk. (previously \$40); labourer's rate after Jan. 22, 1964 will be \$2.11 an hr.

B.C. ELECTRIC, COMPANY-WIDE, B.C.—OFFICE EMPL. (AFL-CIO/CLC): 1-yr. agreement covering 1,200 empl.—salary increase of \$5.20 a mo.; 3 wks. vacation after 5 yrs. of service (previously after 8 yrs.).

C.B.C., COMPANY-WIDE—MOVING PICTURE MACHINE OPERATORS (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—wage increases of 3% eff. Jan. 1, 1962 and 2% eff. Jan. 1, 1963; shop-helper's rate after Jan. 1, 1963 will be \$2,802 a yr.

CONSOLIDATED PAPER, SHAWINIGAN, QUE.—PAPER MAKERS (AFL-CIO/CLC) AND PULP AND PAPER MILL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 750 empl.—wage increase of 5¢ an hr. retroactive to May 1, 1961 and a further increase of 5¢ an hr. eff. May 1, 1962; additional paid holiday, making a total of 7; evening and night shift premiums increased to 6¢ and 9¢ respectively (formerly 5¢ and 8¢) retroactive to May 1, 1961, and increased further to 7¢ and 10¢ eff. May 1, 1962; labourer's rate after May 1, 1962 will be \$2.03 an hr.

DOSCO, CDN. BRIDGE, WALKERVILLE, ONT.—STEELWORKERS (AFL-CIO/CLC): 1-yr. agreement covering an average of 500 empl.—no wage changes from previous agreement; pension increased to \$115 (formerly \$75); labourer's rate is \$1.79½ an hr.

ELDORADO MINING, ELDORADO, SASK.—MINE, MILL & SMELTER WKRS. (IND.): 3-yr. agreement covering 500 empl.—wage increase of 4¢ an hr. retroactive to Jan. 1, 1962 plus additional wage increases of 3% and 5% eff. Jan. 1, 1963 and Jan. 1, 1964 respectively; hours of work reduced from 44 to 42 eff. Jan. 1, 1963 and to 40 the following yr.; afternoon, night and graveyard shift premiums increased to 6¢, 7¢ and 9¢ respectively (previously 4¢, 6¢ and 8¢); labourer's rate after Jan. 1, 1964 will be \$2.19 an hr.

FUR TRADE ASSOCIATION OF CANADA, MONTREAL, TORONTO AND WINNIPEG—BUTCHER WORKMEN (AFL-CIO/CLC): 3-yr. agreement covering 1,000 empl.—retroactive pay of \$25 for empl. on the payroll between Oct. 1, 1961 and Jan. 10, 1962 who worked at least 120 hrs. (empl. who worked less than 120 hrs. will receive 18¢ an hr.); wage increases for hourly-paid wkrs. of 18¢ an hr. eff. Feb. 1, 1962 and 12½¢ an hr. eff. Feb. 1, 1963 and 1964; wage increases for piece wkrs. of 6% eff. Feb. 1, 1962 and 5% eff. Feb. 1, 1963; company contributions to sick benefit and pension fund increased from 3½% to 5%.

HOUSE OF SEAGRAMS, QUE., ONT. & B.C.—DISTILLERY WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—wage increase of 5% retroactive to Sept. 1, 1961; further increase of 4% eff. Sept. 1, 1962; 4 wks. vacation after 20 yrs. of service (previous maximum was 3 wks. after 10 yrs. of service); evening and night shift premiums increased to 10¢ and 15¢ respectively (formerly 8¢ and 13¢); general helper's rate at the end of the agreement will be \$2.20 an hr.

MARITIME TEL. & TEL. & EASTERN ELECTRIC, COMPANY-WIDE, N.S.—I.B.E.W. (AFL-CIO/CLC) (PLANT EMPL.): 1-yr. agreement covering 550 empl.—wage increases ranging from \$2.50 to \$6.40 per wk.; utility man's rate will be \$61 per wk.

MASSEY-FERGUSON, TORONTO, BRANTFORD & WOODSTOCK, ONT.—AUTO WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 4,100 empl.—3 wage increases of 6¢ an hr. for day workers and skilled trades, and 5¢ an hr. for incentive workers eff. Feb. 16, 1962, Dec. 15, 1962 and Dec. 15, 1963 respectively; retroactive pay of 6¢ an hr. for hrs. worked from Dec. 16, 1961 to Feb. 15, 1962; cost of living allowance formula (1¢ for each .6 points change in the consumer price index) continued with 3¢ of allowance being applied to welfare costs; basic pension increased to \$2.80 a mo. per yr. of service (previously \$2.40 and \$2.50); supplementary pension between ages of 65 and 70 increased to \$1.80 a mo. per yr. of service (previously 40¢) for a maximum of \$55 a mo.; at age 70, supplementary pension reduced to 40¢ a mo. per yr. of service (maximum \$10 a mo.); company-paid group life insurance increased from \$3,000 to \$4,500, weekly sickness indemnity from \$35 to \$45; company will continue to pay full premiums for hospital and medical insurance for active empl. and will pay full premiums for empl. on S.U.B. up to a maximum of 12 mos. (formerly 1 mo.); company will pay 50% of hospital and medical coverage for empl. retiring after Dec. 15, 1962 and their dependents; S.U.B. increased to 62% of before-tax earnings (previously 65% of after-tax straight-time pay) plus \$1.50 for each dependent up to a maximum of 4 dependents; maximum weekly S.U.B. increased from \$30 to \$40; for scheduled short work weeks, S.U.B. will be 65% of hourly rates for each hour less than 40, for unscheduled short work weeks, 50% of hourly rates for each hour less than 40; separation pay increased by 25%; shift premium increased from 7¢ to 9¢; bereavement pay to be provided for a maximum of 3 days (formerly 1 day); 4 wks. vacation after 25 yrs. of service (previous maximum was 3 wks. after 15 yrs.); labourer's rate after Dec. 15, 1963 will be \$1.99 an hr.

QUE. NATURAL GAS, COMPANY-WIDE—CHEMICAL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 650 empl.—wage increase of 3¢ an hr. retroactive to Nov. 1, 1961 for empl. earning \$1.55 an hr.; wage increases of 5¢ an hr. for empl. in lower and upper wage categories and 3¢ an hr. for empl. in middle wage categories eff. Aug. 1, 1962; wage increase of 5¢ an hr. for empl. in lower and middle wage categories eff. Dec. 1, 1962; 3 wks. vacation after 12 yrs. of service (previously after 15 yrs.); new provision for 4 wks. vacation after 25 yrs. of service; labourer's rate after Dec. 1, 1962 will be \$1.68 an hr.

ROWNTREE CO., TORONTO, ONT.—RETAIL, WHOLESALE EMPL. (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—wage increase of 4¢ an hr. retroactive to Jan. 1, 1962; 1 extra day's vacation for each yr. of service over 10 yrs. up to 14 yrs. (previously 2 wks. vacation for empl. with from 4 to 14 yrs. of service); labourer's rate will be \$1.45 an hr.

SOO-SECURITY MOTORWAYS, ONT., MAN., SASK. & ALTA.—TEAMSTERS (IND.): 2-yr. agreement covering 550 empl.—wage increases of 4¢ an hr. retroactive to Nov. 1, 1961 with additional hourly increases of 4¢ and 5¢ eff. May 1, 1962 and May 1, 1963 respectively; in Sask. and Alta., 4¢ an hr. cargo handling bonus eliminated (previously paid in these provinces only); highway drivers will receive mileage rate of ¼¢ in place of ¼¢ per mile safe driving bonus; in Alta., 2 wks. vacation after 1 yr. of service (previously after 2 yrs.); breakdown and waiting time increased to \$1.25 an hr. (formerly \$1.00); union shop in place of maintenance of membership; warehousemen's hourly rates after May 1, 1963 will be \$1.65 in Ont. and Man., \$1.73 in Sask. and \$1.85 in Alta.

TORONTO CITY, ONTARIO—PUBLIC EMPL. (CLC) (OUTSIDE EMPL.): 2-yr. agreement covering 2,500 empl.—annual wage increases of 8¢ an hr. eff. April 1, 1962 and April 1, 1963; afternoon and evening shift premiums increased to 10¢ and 12¢ (formerly 8¢ and 10¢) respectively; voluntary revocable checkoff to be applicable to new empl. when hired (previously within 60 days of employment date); new labourer's rate after April 1, 1963 will be \$2.06 an hr.

TORONTO CITY, ONTARIO—FIRE FIGHTERS (AFL-CIO/CLC): 2-yr. agreement covering 1,200 empl.—salary increases of 3½% eff. April 1, 1962 and 3½% a year later.

TOWBOAT OWNERS' ASSN., B.C.—MERCHANT SERVICE GUILD (CLC): 3-yr. agreement covering 650 empl.—3% salary increases eff. Oct. 1, 1962 and Oct. 1, 1963; payment to masters for excessive hours of work while vessel is at sea increased to \$45 a mo. (formerly \$30) eff. Jan. 1, 1962; mates' minimum hourly overtime rates increased from \$2.55 to \$2.65 eff. Oct. 1, 1962 and to \$2.75 eff. Oct. 1, 1963; 2 additional paid holidays—Remembrance Day and Boxing Day—making a total of 9 paid holidays (formerly 7); 3 wks. vacation after 15 yrs. of service (previous maximum was 2 wks.); industry-wide sickness, accident and life insurance plan will be instituted July 1, 1962 to replace individual plans, with companies paying half the cost; after Oct. 1, 1963, Class 10 Mate's rate will be \$393 a mo. and Class 10 Master's rate will be \$448 a mo.

T.C.A., COMPANY-WIDE—AIR LINE PILOTS (IND.): 27-mo. agreement covering 675 empl.—general salary increase of 4½% retroactive to April 1, 1961; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.); salaries will range from \$5,000 a yr. for junior First Officers to \$23,400 for senior DC-8 jet Captains.

UNION COMPOSING ROOMS, TORONTO, ONT.—TYPOGRAPHICAL UNION (AFL-CIO/CLC): 2-yr. agreement covering 1,300 empl.—wage increase of 8¢ an hr. retroactive to June 1, 1961, with additional 12¢ an hr. increases eff. Mar. 1, 1962 and Oct. 1, 1962; 3 wks. vacation after 8 yrs. of service (previously 12 yrs.); journeyman's rate after Oct. 1, 1962 will be \$3.09 an hr.

Canadian Workers' College Established

Two central labour organizations and two universities join in undertaking, scheduled to open this summer. Nine of College's nineteen governors are trade unionists. Students will come principally from national trade union centres

A Canadian workers' college—chartered as an independent body—is being established in Montreal. The project is a joint undertaking by two Canadian universities and two labour congresses.

The college is aiming for an opening this summer.

The decision to establish the Canadian Workers' College was announced last month by the provisional board of governors. Nine of the nineteen governors are trade unionists; the other ten are from the two participating universities (see box).

Five of the governors from trade union ranks have been elected officers of the College.

In the first year a 14-week course will be given, in both French and English, in two seven-week sessions. The planned enrolment is 15 French- and 30 English-speaking students.

Students will come principally from the national trade union centres, although other qualified applicants will be accepted. They will be selected on the basis of merit, ability to benefit from the courses, and capacity to participate in the work of the college; university entrance qualifications will not be required.

The curriculum will cover five fields: Economics, Political Science, History, Sociology, and Trade Unionism.

Those participating in the project are: the Canadian Labour Congress, the Confederation of National Trade Unions, McGill University, and the University of Montreal.

The nucleus of the faculty will come from the two participating universities, supplemented by persons recruited from other Canadian universities and from the trade union movement.

The College will be supported with funds raised through a national campaign, to be undertaken initially within the labour movement, and subsequently through an appeal for assistance from foundations, governments, etc.

Final agreement on the inauguration of the College is contingent upon the obtaining of adequate finances and the reasonable assurance of a continuous enrolment of students for at least three years. The trade union movement has undertaken to provide students.

The first meeting of the Board of Governors, on February 1, elected the following officers for the Canadian Workers' College: Chairman of the Board, Dr. R. E. Powell; Co-chairman and Chairman of the Executive Committee, Hon. Mr. Justice André Montpetit; Vice-chairmen, Stanley Knowles and Jean Marchand; Registrar, Max Swerdlow; Executive Committee Members, Fernand Jolicoeur, Gilles Beausoleil, J. R. Mallory and Roger Provost. The principal and registrar will also be members of the seven-man executive committee.

Efforts by the trade union movement in Canada to establish a labour college have been exerted over a period of years. As early as November 1952 the Canadian and Catholic Confederation of Labour, now the CNTU, conducted a month-long session attended by 32 members of the organization (L.G. 1953, p. 20).

This first venture into labour education at the college level was initiated and headed by Fernand Jolicoeur, then and still Director of the confederation's Education Service, who is one of the CNTU representatives on the new college's board of governors. The 20 instructors were chosen from the CCCL, the Faculty of Social Sciences at Laval University, and the directors of the Laval Extension Course Centre and of the Quebec Co-operation Council. At that time the hope was expressed that this "college" would become a permanent instruction.

During the Second Constitutional Convention of the CLC in April 1958, the convention education committee urged the Congress to move "with all possible speed" toward the establishment of a Trade Union Training College (L.G. 1958, p. 606).

A resolution adopted at the Third Constitutional Convention of the CLC in April 1960 expressed regret that it had not been possible to make progress toward the establishment of a Labour College and instructed the Congress to continue its efforts toward this end (L.G. 1960, p. 569).

Acting on this instruction, the CLC made a proposal to a number of Canadian universities. When McGill University and the University of Montreal expressed interest in the proposal, a joint committee was established and the participation of the Confederation of National Trade Unions was invited.

The announcement of the establishment of the Canadian Workers' College explained that the need for a labour college arises out of the expanded role and the responsibilities of trade unions in Canada. Leaders who are deeply aware of the problems and opportunities of the trade union movement are a continuing requirement, and the training which will ensure such leadership must go beyond acquiring particular skills in negotiation and organization. A labour college,

providing basic studies in the humanities and the social sciences as well as specialized instruction in the theory and practice of trade unionism, would do much to meet this need, especially if it were founded and operated with the full co-operation of the universities.

Such a college, the announcement said would open the way to higher studies for men and women who, although intellectually competent, may not meet formal university entrance requirements. For those who show particular academic ability, it could provide a bridge to a full university degree program.

Location of the College in Montreal, and the collaboration of both a French-language and an English-language university, will make possible a completely bilingual, bi-cultural institution.

The labour groups or bodies sending students to the College will be asked to defray part of the students' expenses and to help pay the salaries or wages they will be losing while studying.

Board of Governors, Canadian Workers' College

Representing the Canadian Labour Congress

Stanley Knowles, Executive Vice-President, Canadian Labour Congress

George Burt, Canadian Director, United Auto Workers

Gower Markle, Education Director, United Steelworkers

Roger Provost, President, Quebec Federation of Labour

William Smith, President, Canadian Brotherhood of Railway, Transport and General Workers

Max Swerdlow, Education Director, Canadian Labour Congress

Representing the Confederation of National Trade Unions

Jean Marchand, President, Confederation of National Trade Unions

Fernand Jolicoeur, Director of Education, Confederation of National Trade Unions

Roland Martel, Assistant Director of Education, Confederation of National Trade Unions

Representing McGill University

Dr. R. E. Powell, Chancellor of the University

J. R. Mallory, Chairman, Department of Economics and Political Science

T. R. McLagan, O.B.E., Governor of the University

J. G. Notman, O.B.E., Governor of the University

H. D. Woods, Chairman, Social Sciences Group

Representing the University of Montreal

Hon. Mr. Justice Andre Montpetit, Superior Court, Quebec

Gilles Beausoleil, Director, Industrial Relations Centre

Andre Morel, Assistant Professor, Faculty of Law

Maurice Bouchard, Secretary, Faculty of Political and Social Sciences

Andre Raynauld, Chairman, Department of Economics

Canadian Conference on Education

"Education is a key that locks the door against job insecurity and periodic unemployment," says Dr. Lewis S. Beattie, former Superintendent of Secondary Education, Ontario Department of Education, in study prepared for Conference

"Education is a key that locks the door against job insecurity and periodic unemployment," says Dr. Lewis S. Beattie, former Superintendent of Secondary Education, Ontario Department of Education, in a study prepared for the Canadian Conference on Education in Montreal on March 4 to 8.

The objective of our educational system should be that anyone who leaves it has a marketable skill, the study adds.

The study, entitled "The Development of Student Potential" and prepared with the guidance of Dr. E. F. Sheffield, Research Officer, Canadian Universities Foundation, is one of a series of nine prepared as documentation for delegates to the conference.

The study's six chapters are titled: 1—What Is Meant by Student Potential? 2—Why Are We Concerned about the Development of Student Potential? 3—What Should Be Our Goal? 4—How Well Are We Doing? 5—What Needs to Be Done? 6—What Are the Most Critical Issues?

The study concedes that there will be drop-outs at every level of our educational system. Of those who drop out of school without completing the course, some have the capacity to stay longer and profit by further schooling. Many drop out, however, "for excellent reasons, and are better off than in," the study observes. The problem is that they are not equipped to meet the present-day demand for skilled labour, while the ranks of the unemployed are swelled by a majority that is young, unskilled, and relatively unschooled.

Upon this background, the study discusses the development of "student potential" as related to drop-out and retention rates in Canadian schools. Student potential is defined for this purpose as a concept that includes not only the student's ability and drive, but also the opportunities for their development.

An individual's ability to learn depends upon his general intelligence and inherent special aptitudes, but the intensity with which he applies it is influenced by his motivation and his physical and mental health. In any case, his potential for learning is of little value until it is developed by formal education and training, informal learning, work experience, and social environment and activities.

An individual's potential for learning is not constant. It varies in nature and degree throughout his lifetime, and its development depends on proper direction, timing, and method at various stages of his progress.

The greatest part of the population has the ability to acquire and retain a body of general knowledge, to appreciate simple abstractions, and be trained in more complex skills. Comparatively few are untrainable or exceptionally talented, the study says in the chapter defining the goal of education.

Any educational system is limited in setting its goals by the extent to which the general public is willing to support it financially. It would be unrealistic to expect that our economy can afford to provide educational opportunity for the full development of each individual's potential. If goals of higher achievement are set, greater sums for facilities, personnel, and student's financial assistance will have to be provided.

The conflict between the individual's choice and the needs and objectives of the society must also be taken into account in setting a goal. Freedom of choice often leads to a wastage of talent through lack of effort or discontinuance of education.

The goal should be to seek to obtain for all, as far as practically possible, the facilities and opportunities that may exist for some. Existing conditions must, therefore, be improved in:

- methods of identifying student potential and directing its development,

- extension of diversity of opportunity as basic to equality of opportunity,

- provision of greater financial support for education and increased aid to individual students, and

- retention of the individual in the educational process according to his specific needs.

Student Drop-out

The chapter, "How Well Are We Doing?" deals with student drop-out. A number of studies on student retention in the school system indicate that at least one third of the students who have the highest potential fail to complete secondary school and thus deprive themselves of higher education. The group with the lowest potential are unlikely to progress beyond Grade X. But it is the excessive drop-out in the large middle group, which is capable of completing some high

school course if proper guidance and diversity of opportunity are provided, that has a disastrous effect upon the manpower situation and causes loss to both the individual and the economy.

Early drop-outs are caused by many factors, which when operating together pre-

sent the student with seemingly unsolvable problems that he can most easily meet by leaving school. The reasons given by students when questioned by the Canadian Research Committee on Practical Education two years after they had dropped out of school were classified as follows:

Reasons	Boys	Girls
Related to school, e.g., subjects, teachers, lack of interest, etc.	53%	35%
Economic, e.g., desire to earn family income, help needed at home, etc.	26%	29%
Personal, e.g., attitude of parents, sickness, good position open, etc.	15%	17%
No reason given	18%	25%

Factors that may lead a student to take premature action that hinders his full development and thus lessens the extent of his economic independence in later life may be classified into four groups: lack of effective guidance, lack of motivation, lack of opportunity, lack of means.

Lack of Effective Guidance

The study says about the first factor that, in direct guidance, in a small school the principal plays the key role, but in a large secondary school guidance should be organized as a regular service department. A qualified counsellor who would understand the student's potential and know the opportunities in the community should assist the student in making wise educational and occupational choices. Students should be encouraged to set their educational and vocational goals early in their secondary school career.

The guidance program should be linked with all the avenues of continuing education and the fields of employment which the students will ultimately enter. The school system should provide a transition from the formal classroom instruction to the work experience on the job. A follow-up program of vocational and educational counselling could be co-ordinated by a counsellor who would offer information and guidance to young people and adults alike.

Shortage of funds, however, can prevent a school board from appointing such a counsellor. To keep up with the rapidly changing pattern of employment, individual counselling as well as social planning will have to co-operate in designing a long-term plan for national manpower development.

Lack of Opportunity

For the realization of this goal, guidance must be reinforced by diversity of educational opportunity. Individual differences

are chiefly met by diversifying the curriculum into several courses and by offering options within each course and special courses for students who do not keep up with their classmates.

Experiments also along these lines are under way in different places. For example, the City of Toronto has offered, for several years now, courses in the trowel trades, painting and decorating, dry cleaning, barbering and, more recently, in welding and sheet-metal work, service-station operation, and skills required for an electrician's helper. In addition, a new school is being planned to teach these and similar courses to pupils who would ordinarily drop out of the regular courses as early as possible.

Difference of opinion exists about the value of general courses—courses with lighter subject matter, more options, lower graduation standards—in meeting the needs of certain students and in retaining them in school. But it is being recognized that general education should lead into vocational education at some point, either at the secondary or at the post-secondary level.

The matriculation course, which leads to the universities, colleges, or institutes, has restricted value for immediate employment unless it is followed by some type of vocational training. Therefore a general course, even with lower standards than other vocational courses, may be justified if it is combined with sufficient vocational training, or is effectively linked with a subsequent vocational course.

The linking of secondary school courses with advanced courses or with employment must begin well before graduation and must extend for some time afterwards. Failure to do this accounts for a high loss of student potential, and causes the high failure rate in the first year at university.

Vocational courses should also be linked with business and industry. Where there

are joint committees of teachers and representatives of business and industry and where there are co-operative courses (in which students work part-time), standards are improved. Students with high ability are attracted, and demand for graduates increases.

This articulation is more readily developed if vocational teachers have had practical working experience and continue to keep in touch with changing conditions in employment through contact with employers and employment agencies. The school must also be prepared to assist students who should transfer to parallel courses, such as provided under apprenticeship or by trade schools, and to encourage the graduates to enrol for continued education.

Lack of Means

When financial aspects of the development of student potential are considered, it becomes apparent that although student aid has been greatly increased during the past few years, it is still far from adequate, either in the number of students who received it or in the individual amount of assistance.

Scholarships are an incentive to students of high potential. For students whose combined ability and effort result in high scholastic achievement, free tuition up to any level appears a worthwhile investment. Scholarships and bursaries should be available at all levels, and student aid is required at the secondary school level also. Bursary and loan programs should be co-ordinated, under a centralized administration by provincial governments and universities.

Local school boards should provide funds for student aid in secondary schools, and solicit additional funds for local scholarships from local firms and associations. A student from a family with a low income may be kept in school by relatively low monthly supplements and by provision of free textbooks at the beginning of the school year.

In addition, students unable to obtain the required courses at their local school and who have completed satisfactorily a general course basic to their chosen vocation should be provided with a bursary to defray transportation and living expenses for at least one year of intensive vocational training at an outside centre.

U.S. President's Advisory Committee Reaches Conclusions on Automation

Labour, management and public members unanimously agree on three fundamentals but one public member and one management member submit dissents on certain parts of report and labour members express disagreement with certain words

President John F. Kennedy's Advisory Committee on Labour-Management Policy, composed of 21 members representing labour, management and the public, in January reached unanimous agreement on the following conclusions concerning automation* and its effects:

1. Automation and technological progress are essential to the economy.
2. This progress can and must be achieved without the sacrifice of human values.
3. Achievement of technological progress without sacrifice of human values requires a combination of private and governmental action, consonant with the principles of a free society.

Unemployment has increased during the past few years although total employment has reached new heights. This is ascribed

A United States company that manufactures automation equipment plans to set up a foundation to study the impact of automation on employment and devise methods of solving the problems of technological displacement of workers.

The company, U.S. Industries, Inc., will contribute to the foundation a part of the income it receives from the sale of its automated machinery.

The International Association of Machinists, which represents 10,000 of the company's 25,000 employees, will be co-sponsor in the studies, but will not be asked to contribute to the foundation financially.

to the net effect of rising output per worker, among other factors, but the report states: "We reject the too common assumption that continuing unemployment is an inherent cost of automation."

With the data presently available it is impossible to tell what part of unemployment is actually caused by automation, the Committee's report conceded.

*Automation was the first of five subjects on the committee's program, the others being collective bargaining and national emergency disputes, wage and price policies, economic growth, and foreign competition.

The exact extent of unemployment attributable to automation is unknown because it is greatly complicated by other factors: the 1960-61 recession, the unusually high rate of entry into the labour market, chronic unemployment in distressed areas, foreign competition, changing patterns of consumption, discrimination (on the basis of age, sex, race and creed), "multiple job holding" by individuals, the continuing movement of workers away from farms, and the changing nature of jobs, which often results in a gap between job requirements and qualifications of applicants.

To solve the unemployment problem, the Committee said, we must first recognize the nature of the problem. In this connection, certain factors were important: the recent rate of economic growth has been insufficient to reduce unemployment to a tolerable level, the mobility of workers is reduced by factors running contrary to the demands of a dynamic society and an economy in transition, educational and informational facilities have been inadequate, and proper retraining facilities and a system of financial support for workers while retraining have been lacking.

Educational facilities have been inadequate, the Committee said, in that:

—The requirements for general education prior to vocational and professional training have not kept pace with the shift in job opportunities.

—The required types of vocational and technical training and retraining are often not available, e.g., for workers leaving the farm.

—There has been an inadequate liaison among school systems, industry, and government with respect to future job requirements, and in fact there is insufficient information about the nature of such jobs.

—There has been inadequate financial support for needy students.

—Counselling facilities have been generally inadequate.

The Committee emphasized, however, that the effects of automation on the labour force, whatever they were, should be cushioned, and offered 11 recommendations that it believed may permit the advancement of automation without sacrifice of human values.

The Committee recommended a combination of government and private methods, including: increased public works spending during times of high unemployment; aid to education; higher federal unemployment compensation; retraining of displaced workers by public and private support; relocation of idled workers, at government or industry

expense, when plants are transferred; improvement of the public employment service; and the elimination of discrimination in employment.

Separate statements in connection with the report were written by two members disagreeing with certain aspects of the report: Arthur F. Burns, representing the public, and Henry Ford II, who represented management. These statements did not dissent from the main findings of the report but both men challenged the emphasis on automation as a cause of unemployment.

Mr. Burns, who is president of the National Bureau of Economic Research and was chairman of the Council of Economic Advisers under President Eisenhower, stated: "I know of no evidence that supports this view."

He stated the report failed to link its proposed remedies with the causes of unemployment. He criticized the "vague language" of the recommendations.

Mr. Ford took exception to the statement that "technological advance has been accelerating." He said a prosperous economy could look after the unemployment problem. Rather than focus attention on relief or even training, we must create new jobs. We must find ways "to keep wages and other costs from causing either unemployment or inflation."

Five of the seven labour members on the committee asked for some strengthening of the wording in the section dealing with hours of work in order to make it clear that should all exigencies fail, there may have to be recourse to a shorter work period.

The report is the first presented by the Committee since it was established in February 1961. Since its first meeting last March it has met monthly; the January meeting at which the report on automation gained approval was its eleventh.

U.S. Secretary of Labor Arthur Goldberg is serving as committee chairman for the first year.

That a slackening in demand for goods and services rather than automation is the basic cause of unemployment was the conclusion of the Congressional Joint Economic Committee, who issued a report late in January.

"There is no evidence of significant structural transformation in the American economy since 1957 which would make it harder than before to achieve full employment. Thus high levels of unemployment are due to inadequate total demand for goods and services."

A research report that predicts mass unemployment and social unrest in the United States as a result of automation and computers was published only a few days after the President's Advisory Committee's report (see above) was released.

The study, "Cybernation: The Silent Conquest," was written by Donald N. Michael, Director of Planning and Programs for the Peace Research Institute in Washington for the Center for the Study of Democratic Institutions. (The word "cybernation" is derived from "cybernetics," which means "a science dealing with the comparative study of communication and control in electronic machines and in the human nervous system.")

Cybernation will eliminate entire job classifications, Mr. Michael predicted. These will range from factory and farm workers to bank tellers, statisticians, retail clerks, salesmen, and executives on the intermediate level.

As examples of places where job classifications that have recently disappeared Mr. Michael cited the dry-cleaning and telephone industries and elevator operation.

There will be a severe displacement of blue collar workers, especially in mine, dock and factory operations, the report says. In contrast, professional workers such as engineers, teachers, scientists and doctors will be "overworked."

Another result of cybernation may be the disappearance of jobs for the 26 million "untrained adolescents" who will be seeking work in the United States during this decade.

The economic advantages of cybernation makes its adoption inevitable.

There is no remedy in view for the resulting mass unemployment, Mr. Michael says. It will be necessary for the government to provide more public works as a partial solution.

Proposed solutions such as the retraining of workers—and management had not always been willing to set up such programs—and shortening the work week to spread employment would not be effective, the author thought. Shorter shifts are no solution when old tasks are eliminated or replaced by new ones that need different talents, Mr. Michael says.

Because cybernation will result in smaller work forces, management's human relations

tasks—union negotiations, for example—will be reduced.

Although the introduction of electronic data processing may create a great deal of dislocation among clerical employees in departments affected by the new system, "it is unlikely to result in widespread clerical layoffs at the level of the individual firm," Dr. John C. McDonald of the Manpower Resources Division, Economics and Research Branch told a conference on the sociology of occupations and professions held at Carleton University, Ottawa.

He added that the large company is usually in a position to protect its reputation as a good employer by pledging job security to its clerical employees. The age and sex composition of the clerical staff together with the extended time span over which such major systems changes are introduced allow normal turnover and attrition to cushion negative employment effects of office automation.

He was speaking about the results of a research study of the introduction of electronic data processing by a large Canadian insurance company. A preliminary report based on this study, *Electronic Data Processing Occupations in a Large Insurance Company*, has been published by the Department of Labour as Report 9B in the series "Research Program on the Training of Skilled Manpower" (L.G., Jan., p. 15).

What may happen in the long run is that the growth of clerical employment opportunities may be slowed down, i.e., the annual formation of new clerical job opportunities in the labour market may fall below the potential supply of candidates for clerical positions produced by the secondary school system. In that case, "the unemployment effect of EDP will be felt by the girl dropping out of high school who fails to secure a first job."

In the case studied, the demand, at least in the short run during the conversion period, appeared to be for more rather than less clerical help. Even in the longer run, "it is surprising how much clerical work is required in connection with electronic data processing."

It is at the next level, clerical supervision, that the problems introduced by electronic data processing are causing employers most serious concern.

Unlimited Skills Inc.

Firm established six years ago to provide employment for physically handicapped and to demonstrate to industry the capabilities and productivity of the disabled has had to move to larger quarters. Forty-five workers now in regular industry

Unlimited Skills Inc., founded six years ago to provide employment for the handicapped, has long since proved its value. The firm carries on work such as mechanical and electrical assembly, light machine work, hand packaging and direct mailing.

Starting with 11 employees in 1956, the firm has outgrown its 8,000-square-foot factory in the north end of Montreal and recently moved to larger quarters providing another 3,000 square feet of space.

Financial profits of the firm may not be large but its real profit is incalculable. In its six years of operation Unlimited Skills has given work to more than 200 persons: paraplegics, amputees, arrested TB's, some with deformities, aged persons, blind, mentally retarded, or victims of polio, multiple sclerosis, muscular dystrophy, cerebral palsy or epilepsy.

Line employees are paid competitive wages of 70 cents and 80 cents an hour. Some in the machine shop receive as much as \$1.60 to \$1.70 an hour. In addition, about 40 employees have received a total of \$3,500 under a profit sharing plan.

Already the enterprise has saved taxpayers more than \$35,000. Collectively, the employees have paid more than \$15,000 in income tax. Disabled persons allowances costs have been reduced by more than \$20,000.

Unlimited Skills is not a sheltered workshop. Employees must be able to fill job requirements and meet production schedules. Especially in the highly competitive packaging field, which accounts for about 45 per cent of the work of the factory, operating costs must be strictly controlled.

Forty-five disabled persons have been returned to "normal" industry. In addition to providing employment, one of the objectives of Unlimited Skills is to demonstrate to industry the capabilities and productivity of the physically handicapped.

CNIB Placements. Employment statistics from the Canadian National Institute for the Blind for the year ended March 31, 1961 show 2,008 blind persons in gainful employment. Of this number, 480 are in general industry and earn an annual amount of \$1,128,345. Another 448, engaged in occupational shops and home work, earn \$71,880.29.

Sales stands and cafeterias employ 580 persons. Of this number 395 are employed in full-time jobs, earning 849,069, and 118 are in full-time subsidized employment and 68 on part-time work. CNIB factories employ another 500.

In addition to these employees, the CNIB itself employs 167 blind persons as follows: 10 dictaphone typists, 11 division superintendents and executive officers, 50 field secretaries, 43 home teachers, 21 national office staff, 8 placement officers, 5 public relations officers, 4 switchboard operators, and 15 in other types of work.

Homebound Employment in Toronto. The employment of homebound disabled persons is a principal concern of the Women's Auxiliary of the Society for Crippled Civilians in Toronto. Reports presented at their annual meeting in February indicated an increase in every branch of their work. This increase was reflected in the wages paid to homebound workers during 1961: a total of \$19,107, up \$1,000 over the 1960 total.

Orders to the number of 1,741 were received from firms in all parts of the country. The work done consists of such things as threading tags, folding advertisements, assembling kits, and pricing greeting cards. Because some contract work does not lend itself to work in the home, a contract department was opened last year at headquarters, to which disabled persons who are able to do so come to work.

The Auxiliary sponsors Marina Creations, through which disabled persons skilled in sewing, knitting, embroidery and other crafts are given guidance and instruction so that they can produce readily salable articles. A sales outlet is provided through the Marina Shop, which is open five days a week.

Payday for Retarded Adults. Twenty-five retarded adults working at the Adult Training Centre of the Ottawa and District Association for Retarded Children, have received pay cheques, for the first time in the Centre's history. For some it was the first pay day in their lives.

When the Centre was opened in 1959 the emphasis was on craft work. When it moved to new quarters last September it became a sheltered workshop and training centre. The contract work undertaken since made the payday possible.

Conclusions of White House Conference

Report on last year's White House Conference on Aging, at which 18 Canadians were observers, contains conclusions and recommendations applicable to Canada

The report of the White House Conference on Aging, held in Washington in January 1961 (L.G., Feb. 1961, p. 147), which was attended by 18 observers from Canada, has now been published under the title, *The Nation and its Older People*. Some of the conclusions and recommendations are summarized here.

The book covers in some detail such topics as employment security and retirement, population trends, income maintenance, impact of inflation on retired persons, health and medical care, rehabilitation, social services, housing, education, family life, religion and other subjects relating to aging. Although the findings of the Conference are oriented to conditions in the United States, many of the conclusions and recommendations have application in Canada.

In the work groups considering the problems of the older worker, it was early recognized that older persons generally want, and should be given the opportunity to provide for themselves as long as possible. There was a consensus that employment was important to the older person, not only for self-support and independence, but also for healthful living and self-respect.

In the matter of employment it was agreed that although there were significant individual variations in all age groups, extensive studies revealed no basis for the belief that older workers as an age group are less productive, less reliable, and more prone to accident and absenteeism than younger workers. It was concluded that arbitrary upper age limits in hiring cannot be justified and should be abandoned, and that individuals should be employed on the basis of their personal qualifications.

There was unanimous support for the proposal that programs in the fields of personnel management, adult training and re-training, vocational counselling and guidance, and rehabilitation be improved and extended, since services in those areas were essential to success in solving the vocational problems of middle-aged and older persons.

It was recognized that community programs had been effective in alerting the community to the undesirability of age limitations and other obstacles to the employment of mature workers.

In considering the employment problems of mature women, the premise was accepted

that women work for the same reasons as men and that they were needed in the labour market. Therefore, they should be afforded opportunity for equality in being considered for jobs and for promotion, and pay commensurate with qualifications.

It was recognized that many women had left the work force to raise families. Upon return they needed counselling, training, re-training and placement services to help them choose and prepare for occupations that utilize their highest skills.

It was agreed that in a changing economy, a high level of employment was a prerequisite for a successful program of helping older persons become gainfully employed. An expanding economy creates new jobs for those displaced, offers opportunities for older employees and provides incentive for individual personal efforts of older workers to make necessary adjustments. Programs and means of aiding older employees adapt to economic and technical changes cannot be relaxed during periods of less than full employment.

It was recommended that organized labour, management and government agencies consider the adoption or improvement of personnel planning practices that minimize the extent of worker displacement as a result of technological change. Delegates agreed that older workers benefit from such practices as:

- re-assigning and re-training workers within a plant, and, as far as possible, using present employees for new jobs, without discriminating on the basis of age;

- reducing employment through normal attrition, without recourse to layoffs;

- giving employees notice well in advance of impending layoffs and other changes, to allay anxiety and give the worker time to find new employment;

- notifying public employment services in advance of layoffs, so that they can start early to find new jobs for displaced workers.

The work group on employment security and retirement stressed the need for an educational program to correct false impressions among employers and hiring personnel concerning older workers and to present the facts about their abilities.

The report is available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. (Price \$1.25).

Working Women, Federal Republic of Germany

Every third worker in Federal Republic of Germany is a woman. Working women total seven million, make up about 40 per cent of all German girls and women

Every third worker in the Federal Republic of Germany is a woman. These seven million women make up about 40 per cent of all German girls and women over 15 years of age.

The war left a high proportion of women in the population who had to earn their own living. They included about one million war widows, and significant numbers of wives whose husbands were seriously disabled. Of the women among the millions of "expellees," German nationals who were deported to Germany from surrounding countries, the majority had to become breadwinners. Because of the critical manpower shortage, the number of women workers increased by 43 per cent in the 10-year period between 1950 and 1960.

Where they work—Manufacturing employs the largest number of German women; 29 per cent of all factory workers are women.

About one third of these women work in the clothing and textile industries. Iron, steel and metal work, chemicals and electrical apparatus are other industries where large numbers of women work. Four fifths of these women are unskilled workers. Most are trained on the job in a short space of time and have little opportunity to become skilled workers. In women's tailoring, millinery and lingerie manufacture, however, it is common for women to become journeymen through an apprenticeship system.

Since 1950, women's employment has doubled in commerce, finance and insurance and increased by more than half a million in the service industries. About 19 per cent of all working women are employed in offices of various kinds and 15 per cent are in shops. Large numbers also work in hotels, restaurants, beauty salons and laundries.

Although there are still about half a million domestic servants in Germany, their number has declined rapidly over the past decade. The number of women on farms dropped by almost 30 per cent during the decade and the daughters of self-employed farmers, who had previously helped on their parents' farms, were increasingly going to the towns and cities in search of work.

German women have not made the same impact in professional fields as they have in other sectors of the economy. There are some women in practically all the professions but most professional women are either teachers or nurses. Women doctors

are third in number, followed by lawyers, auditors, tax consultants and journalists. The proportion of women who own small businesses has been increasing: now there are more than 100,000 women owning laundries and dry cleaning establishments, photographic shops, and goldsmith and other arts and crafts establishments.

Their marital status—As in Canada, there has been an increasing number of young wives remaining at work to improve their standard of living. Older married women are returning to paid employment when their children are no longer dependent on them. However, there are many mothers with young children in the labour force. It has been estimated that, in the cities, between 25 and 60 per cent of working mothers have children under 14 years.

Employers have become increasingly willing to arrange part-time schedules to attract married women, particularly in textile and clothing industries. There is also a trend, where teacher shortage is acute, to recruit part-time teachers from among housewives with suitable previous training.

Women have been granted legal equality with men under the Federal Constitution and working women are given special protection by law because of their role as wives and mothers.

A pregnant woman may not work during the last six weeks before confinement and for six weeks afterward. If she contributes to the national insurance fund, she receives during the period of leave a weekly sum from the state equal to her last pay. Otherwise the employer is required to continue to pay her wage.

Women in industry are prohibited from working at specified dangerous or fatiguing jobs; night work generally is forbidden. Wives who have their own houses to care for are granted one day off each month.

Their wages—The Federal Republic of Germany has ratified the ILO Convention on equal pay for equal work. The principle is generally applied throughout the federal, provincial and local government services. Increasingly, collective agreements are also requiring equal pay for equal work.

Their participation in unions—About one woman worker in five is a member of a trade union. Most women belong to the same unions as men, but there is one special women's trade union, the Women Office Workers' Union.

TEAMWORK in INDUSTRY

Problems that would be hotly disputed at collective bargaining sessions can be discussed in a friendly, practical manner at labour-management meetings. Therein lies one of the prime virtues of joint consultation, according to city engineer Howard S. Gibson, chairman of the Labour-Management Production Committee for St. Thomas, Ont.

Mr. Gibson reported recently that the labour-management committee serving St. Thomas has covered a wide range of subjects in its two years of operation. Included were: courtesy to the general public, abuse of coffee breaks, reduction of overtime work, care of tools and equipment, vehicle accident reports and traffic control, Trench Excavator's Act, and garnishee and wage assignments.

"There is no doubt," said Mr. Gibson, "that certain of these subjects could prove most contentious, particularly when aired in collective bargaining meetings. When raised in labour-management committee sessions, however, they were discussed in a sensible, friendly manner and practical suggestions were made by both sides."

Mr. Gibson stated that a further impetus toward the establishment of mutual co-operation between labour and management has come from having the chairman of the Works Committee of City Council at every meeting. "This serves not only to familiarize each group with public opinion," he declared, "but also to make Council itself more aware of the many everyday problems confronting labour and management."

Mr. Gibson noted also that the committee had produced a thoroughly workable "safety first" program after careful discussions about tools and equipment, clothing, personal habits, traffic and general safety education. The St. Thomas committee comprises an equal representation of labour and management from board of works, parks department, and the sewage treatment plant.

* * *

Dangerous work can be refused with impunity by employees of Canadian Tobacofina Ltd., Montreal. The plant's Labour-Management Security Committee recognizes and guarantees the right of an employee to refuse to do a job, if he judges it dangerous, without fear of losing his rights. J. M.

Chapados, President of Local 318, Tobacco Workers' International Union (AFL-CIO/CLC), described cooperation between company and union as being "at a peak." Plant manager E. Scholte-Ubing explained that the safety group is more of a "mutual interest" committee in view of the variety of topics treated at regular meetings.

* * *

Better all-round customer service was included on the agenda of an important meeting held recently in Moncton, N.B., when railway union representatives met with officers of Canadian National Railways for the annual meeting of the CNR's Atlantic Region Maintenance of Way Co-Operative Committee. During the conference representatives of the Brotherhood of Maintenance of Way Employees brought forward ideas for more efficient use of equipment and improved operation of CN services.

* * *

Joint consultation between Protestants and Catholics was in the spotlight at the second annual Industrial Thanksgiving Day in Calgary, Alta. Simultaneous services on the theme "How to bridge the gap between labour and management on the common ground of religious faith" were held at Central United Church under Dr. Gerald B. Switzer, and at St. Francis Roman Catholic Church under Rev. Arthur Anderson. After the evening services, both congregations adjourned to the assembly hall of Central United for a forum on labour-management problems. More than 400 persons attended and many took part in the ensuing discussions, which were led by a panel of church, government, judiciary, labour and management leaders.

* * *

Continental Can Company Plant 54 in New Toronto, Ont., recently celebrated a record 1,000,000 man hours of work without a disabling injury. A company spokesman reports that labour and management have worked together toward this goal for the past six years. Bargaining agents for the employees are Steelworkers' Local 4025 and Amalgamated Lithographers' Local 12.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during January. The Board issued seven certificates designating bargaining agents and rejected two applications for certification. During the month the Board received six applications for certification and allowed the withdrawal of four applications for certification.

Applications for Certification Granted

1. International Association of Machinists, on behalf of a unit of unlicensed employees employed aboard the M.V. *Inland* by the Quebec North Shore and Labrador Railway Company, Sept Iles, Que. (L.G., Jan., p. 52). The Seafarers' International Union of Canada had intervened.

2. National Association of Broadcast Employees and Technicians, on behalf of a unit of television technicians employed by CKSO Radio Limited in its Television Division in Sudbury and Elliot Lake, Ont. (L.G., Jan., p. 52).

3. United Steelworkers of America, on behalf of a unit of production employees employed by Canadian Arsenals Limited in its Small Arms Division, Long Branch, Ont. (L.G., Feb., p. 155).

4. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Zenith Transport Ltd. and working in and out of terminal at Burnaby, B.C. (L.G., Feb., p. 155).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of warehousemen, drivers and maintenance garage employees employed by Empire Freightways Limited, Winnipeg, Man. (L.G., Feb., p. 157).

6. International Union of Operating Engineers, Local 882, on behalf of a unit of stationary engineers employed by the Pacific Tanker Co., Ltd., Vancouver, B.C. (L.G., Feb., p. 157).

7. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of chauffeurs and dockmen employed by the St. Johns (Iberville) Transport Co. Ltd., and operating in and out of its Montreal terminal (see "Applications for Certification Received," below).

Applications for Certification Rejected

1. International Longshoremen's Association Local 375, applicant, Atlantic & Gulf Stevedores Limited; Brown & Ryan Limited; Canadian Pacific Steamships, Limited; Culen Stevedoring Company Limited; The Cunard Steamship Company Limited; Eastern Canada Stevedoring Co. Ltd.; Empire Stevedoring Co. Ltd.; Furness Withy & Company Limited; McLean Kennedy, Limited; The Montreal & Saint John Stevedore Co. Limited; and Wolfe Stevedores Limited, as represented by The Shipping Federation of Canada, Inc., respondents, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener (shed employees, Port of Montreal) (L.G., Dec. 1961, p. 1269). The application was rejected on the grounds that it did not appear to meet the requirements of Section 9(3) of the Act, which provides, in part, that where an application for certification includes employees of two or more employers the Board shall not certify the applicant as the bargaining agent unless the Board is satisfied that the applicant might be certified as the bargaining agent of the employees in the unit of each such employer if separate applications had been made.

2. Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and MacGregor the Mover Limited, Kingston, Ont., respondent (L.G., Feb., p. 155). The application was rejected for

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

the reason that it was not supported by a majority of the employees eligible to cast ballots in a representation vote conducted by the Board.

Applications for Certification Received

1. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of chauffeurs and dockmen employed by the St. Johns (Iberville) Transport Co. Ltd., and operating in and out of its Montreal terminal (Investigating Officer: C. E. Poirier) (see "Applications for Certification Granted," above).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of highway drivers employed in Newfoundland by the Canadian National Railways (Investigating Officer: W. L. Taylor).

3. International Association of Machinists, on behalf of a unit of building cleaners employed at the Montreal International Airport, Dorval, Que., by Allied Building Services Ltd. (Investigating Officer: R. L. Fournier).

4. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union No. 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Pollard Bros. Limited, Harrow, Ont. (Investigating Officer: A. B. Whitfield).

5. Cape Breton Projectionists Union, Local 848 of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, on behalf of a unit of employees employed at Radio Station CJFX by Atlantic Broadcasters Ltd., Antigonish, N.S. (Investigating Officer: D. T. Cochrane).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

6. National Association of Broadcast Employees and Technicians, on behalf of a unit of photographic department employees employed at CJAY-TV by Channel Seven Television Ltd., Winnipeg, Man. (Investigating Officer: W. E. Sproule).

Applications for Certification Withdrawn

1. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Millar & Brown Ltd., Cranbrook, B.C., respondent (L.G., Feb., p. 157).

2. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, International Brotherhood of Teamsters,

Chauffeurs, Warehousemen and Helpers of America, applicant, and Pacific Inland Express Ltd., Vancouver, B.C., respondent (L.G., Feb., p. 157).

3. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Canadian Freightways Limited, Calgary, Alta., respondent (L.G., Feb., p. 157).

4. The Commercial Telegraphers' Union, Canadian National Telegraphs System, Division No. 43, applicant, and Canadian National Telecommunications, respondent (diesel-electric mechanics) (L.G., Feb., p. 157).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During January, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Broadcasting Corporation, and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

2. General Enterprises Ltd., Whitehorse, Y.T., and Local 2499 of the United Brotherhood of Carpenters and Joiners of America (Conciliation Officer: D. S. Tysoe).

3. Canadian Pacific Air Lines, Limited, Vancouver, and System Division No. 7 of The Order of Railroad Telegraphers (Conciliation Officer: G. R. Currie).

4. Upper Lakes Shipping Limited, Leitch Transport Limited, Norris Grain Company Limited (Steamship Division) as represented by The Association of Lake Carriers, and Seafarers' International Union of Canada (Conciliation Officer: Rémi Duquette).

5. Canadian Arsenals Limited (Gun Ammunition Division), Lindsay, Ont., and United Steelworkers of America (Conciliation Officer: T. B. McRae).

6. KLM Royal Dutch Airlines, Montreal, and Canadian Air Line Dispatchers Association (Conciliation Officer: Rémi Duquette).

7. Canadian National Steamship Company Limited (Pacific Coast Service) (Steward's Department) and Canadian Brother-

hood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie).

8. Canadian National Steamship Company Limited (Pacific Coast Service) (Pursers and Radio Telegraph Operators) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie).

9. The Ogilvie Flour Mills Co. Limited, Medicine Hat, Alta., and Local 511 of the United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn).

10. Maple Leaf Milling Company Limited, Medicine Hat, Alta., and Local 511 of the United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn).

Settlements Reported by Conciliation Officers

1. Kitchener-Waterloo Broadcasting Company Limited, and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae) (L.G., Feb., p. 158).

2. Baton Aldred Rogers Broadcasting Limited (CFTO-TV) Agincourt, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae) (L.G., Feb., p. 158).

3. Hector Broadcasting Co. Ltd. (Radio Station CKEC) and Cape Breton Projectionists Union, Local 848 of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the

United States and Canada (Conciliation Officer: D. T. Cochrane) (L.G., Feb., p. 158).

4. Baton Aldred Rogers Broadcasting Limited (CFTO-TV) Agincourt, Ont., and Toronto Newspaper Guild, Local 87 of the American Newspaper Guild (Conciliation Officer: T. B. McRae) (L.G., Feb., p. 158).

5. Soo-Security Motorways Limited, Winnipeg, and Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. S. Gunn) (L.G., Jan., p. 53).

6. Trans-Canada Air Lines, Montreal, and Canadian Air Line Pilots Association (Conciliation Officer: Rémi Duquette) (L.G., Nov. 1961, p. 1150).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in December to deal with a dispute between Canadian National Steamship Company Limited (Pacific Coast Service), Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., Feb., p. 158) was fully constituted in January with the appointment of the Honourable James M. Coady of Vancouver as Chairman. Mr. Coady was appointed by the Minister in the absence of a joint recommendation from the other two members, G. A. MacMillan and John Drew, both of Vancouver, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in December to deal with a dispute between Robin Hood Flour Mills Limited, Port Colborne, Ont., and Local 416 of the United Packinghouse Workers of America (L.G., Feb., p. 158) was fully constituted in January with the appointment of William H. Dickie of Toronto as Chairman. Mr. Dickie was appointed by the Minister on the joint recommendation of the other two members, Norman L. Mathews, Q.C., Toronto, and L. Williams, Port Colborne, who were previously appointed on the nomination of the company and union, respectively.

Conciliation Board Reports Received during Month

1. Frontenac Broadcasting Company (CKWS-TV) Kingston, Ont. and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (L.G., Jan., p. 53). The text of the report is reproduced below.

2. Guy Tombs Marine Services Limited and Davie Transportation Limited, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., Dec. 1961, p. 1271). The text of the report is reproduced below.

3. The Shipping Federation of Canada, Inc., Montreal, and Local 1657 of the International Longshoremen's Association (checkers and cargo repairmen) (L.G., Dec. 1961, p. 1271). The text of the report is reproduced below.

4. Polymer Corporation Limited, Sarnia, Ont. and (1) Local 16-14 of the Oil, Chemical and Atomic Workers' International Union and (2) Oil, Chemical and Atomic Workers' International Union (plant unit) (technicians) (L.G., Nov. 1961, p. 1151). The text of the report is reproduced below.

Settlements Reached after Board Procedure

1. Polymer Corporation Limited, Sarnia, Ont., and (1) Local 16-14 of the Oil, Chemical and Atomic Workers' International Union and (2) Oil, Chemical and Atomic Workers' International Union (plant unit) (technicians) (see above).

2. The Western Union Telegraph Company, Cable Division, and American Communications Association (L.G., April 1961, p. 369).

Settlement after Strike after Board Procedure

Motor Transport Industrial Relations Bureau, Toronto (representing certain companies within federal jurisdiction) and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Feb., p. 158). Stoppage of work occurred November 26, 1961, work resumed January 14, 1962; settlement was effected by further intervention of conciliation officer.

Report of Board in Dispute between

Frontenac Broadcasting Company (CKWS-TV), Kingston, Ont.
and
International Alliance of Theatrical Stage Employees
and Moving Picture Machine Operators of the
United States and Canada

The Board of Conciliation appointed in the above matter, consisting of His Honour Judge W. S. Lane of Picton, Chairman of the Board, D. G. Cunningham, Q.C., of Kingston, company nominee, and Frank Quaife of Kingston, union nominee, has met the parties at the City of Kingston on Friday, December 15, 1961, and on Friday, January 12, 1962.

The parties were represented as follows:

For the Union

Jas. I. Cameron, Special Representative
Donald A. Stewart, President—Local Branch
James Fellows, Steward—Technicians
Robert Bruce, Steward—Operators (replacing Mr. Stewart on January 12).

For the Company

John G. W. Sands, Q.C., Counsel
R. Hofstetter, Manager of Company.

The issues involved in this dispute appeared to be quite wide. From appearances it would seem there had been very little effective bargaining between the parties. On the date of the first hearing, it appeared that the union security clause, Article 6, was in issue. It appeared that Article 7 dealing with the work week and days off was still in issue. The union apparently had agreed to accept a 42-hour week, but the days-off provision appeared to be the stumbling block.

Article 8 still appeared to be, at least partly, in issue. Article 11 still appeared to be somewhat questionable as to agreement, and Article 12 also still appeared to carry with it some differences. Article 13 on overtime, while there was not much basic disagreement, had not been finalized. On Article 16 the parties didn't seem to be too far apart and agreement appeared to be possible here. Article 17 appeared to be a very substantial stumbling block on the issue of sick leave.

While there was disagreement on Article 18, as suggested, apparently it was worked out that the union would accept the Company's suggestion that the latter would grant leave of absence with pay to one and without pay to the second insofar as conferences with management were concerned.

The parties were very substantially apart on the question of severance pay, as set out

in Article 20, but the union ultimately was prepared to withdraw this article. They were very substantially apart on Article 21, medical group plan, but the union here also withdrew.

The parties were substantially apart on Article 22, a pension plan, but once again the union withdrew its request. They appeared to have agreed upon the question of seniority as amended, which provided that seniority would commence three months from the date of hiring. On the question of layoffs, they appeared to be very far apart. They were substantially apart on the issue of dismissal insofar as Article 26 related to a month's notice or pay in lieu of a month's notice. The Company here took the position that if dismissal were justified and for cause the Company was not prepared to give any notice or any pay in lieu of notice.

The parties were substantially apart on Article 27, the Company refusing to consider it, and of course they were considerably apart on the issue of wages. Article 29 was abandoned by the union. Article 30 covering safety regulations was approved in part; Section 1 was satisfactory to both parties, Section 2 was withdrawn, Section 3 was satisfactory to both parties, and Section 4 was agreed upon when limited only to the first part of the sentence which read: "The Company shall provide adequate crews."

In view of the fact that there were so many parts of this contract upon which the parties were so far apart, and it was felt

During January, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Frontenac Broadcasting Company (CKWS-TV), Kingston, Ont., and the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada.

The Board was under the chairmanship of His Honour Judge W. S. Lane of Picton, Ont. He was appointed by the Minister on the joint recommendation of the other two members, D. G. Cunningham, Q.C., and Frank Quaife, both of Kingston, nominees of the company and union, respectively.

The Report is reproduced here.

by the Board Members that the parties themselves could negotiate and resolve some of the issues, the Board after the first day decided to adjourn to give the parties a chance to iron out some of their own difficulties. An adjournment was then given until Friday the 12th day of January.

When the Board reassembled on the 12th, it was found that the negotiations which had taken place between the times were not too satisfactorily carried out. There had been very little attempt to negotiate the difficulties until the day before the meeting of the Board and then the results had been negligible.

At the hearing, however, on the second day the Company took an adamant stand saying that it was not prepared to move from its position outlined on the first day and that it felt that its position, in the light of all the circumstances, was justified. The union, in the light of this attitude, decided that it was prepared to narrow the difficulties and was prepared to give up many of its demands, and after the matter was canvassed, the Board found that the issues left for it were very much narrowed.

The Chairman, with the assistance of the Board Members, felt that it was essential to canvass every possibility and to this end held separate meetings with the parties to see if there was any hope of getting them together. In these separate meetings, while there appeared to be some considerable flexibility insofar as the union's position was concerned, the Company negotiators appeared to be completely fixed in their point of view and apparently under orders not to move from the position that they had taken.

It was, therefore, found that there was nothing to be gained by continuing the hearing. It appeared that the only hope was to make a report and an earnest recommendation to the parties to reconsider their positions in the light of the situation and try to work out an agreement, possibly with the help of some of the recommendations contained in this report.

Issues and Recommendations

Check-off

The first issue with which we propose to deal is check-off. The Company here was not prepared to entertain any form of check-off or union security, even though the Chairman urged upon the Company representatives, that a mild form of check-off was almost universally accepted in a first contract. The Board Members, after considering this issue, have come to the conclusion that while we recognize the union's desire for protection, and while we can

recognize the company's stand without understanding the basis of the Company's objection to union security, we feel that, in view of the fact that this is a first contract, the union should be satisfied to accept at this time to get an agreement for a voluntary, revocable check-off.

It is the usual practice where there is a responsible union dealing with a responsible company that this type of security is granted in a first contract and we, therefore, are prepared to recommend that the parties concur in their agreement that this voluntary, revocable check-off become a part of that agreement.

Layoff

The next issue which appeared to be in dispute was that of layoff. The union asked here that layoffs be made on the basis of seniority. The Company countered that it felt that layoffs should be made on the basis of efficiency and suitability. The Board Members, after hearing the submissions and the argument on this issue, have come to the conclusion that the Company here should grant the union a layoff clause which would contemplate that layoff shall be made on the basis of seniority within the classification, provided the employees retained shall individually have the qualifications and ability to do the work required under that classification. We realize that this type of clause probably does not go as far as either party would want, but in our opinion it does cover and protect the Company while at the same time it gives some basic protection to the seniority rights in any classification and we feel that it is a compromise that should be accepted by both parties.

Sick Leave

The next issue with which we propose to deal is that of sick leave. The union here has asked that specific terms for sick leave be set out as in its proposed Article 17 at the rate of three weeks for each year of service cumulative monthly from the first month of service and the unused portion to be carried forward. The Company takes the position that it is not prepared here to agree to any formal provision in the contract dealing with the issue of sick leave. The Company takes the position (and the union agrees) that it has always dealt fairly with its employees and has carried them through protracted illnesses without loss of pay. We recognize that the union may be, by asking for this to be formalized, relinquishing some benefit that some employee might obtain by grace. At the same time, when the relationship between employees and employer is formalized by this type of contract, in our opinion it is almost imperative that some

provision be written into the contract on this issue of sick leave.

The Company says, however, that it is not prepared to agree. This Board, therefore, feels that it is incumbent upon us to recommend either that the Company and the union work out a satisfactory formal provision on sick leave or, in the alternative, the Company give an undertaking that it will deal with its employees on this issue as it has been accustomed to do in the past. Such a provision would probably be more liberal to the employee in its result than the formalized article requested by the union, but in our opinion something must be done on this issue once a formalized contract exists between the parties.

Dismissal

The next issue with which we propose to deal is that of dismissal. The union here has requested that the Company give one month's notice, or in lieu thereof one month's pay, in event of dismissal for cause. The Company has completely resisted this and has said that it is not prepared to compromise this issue under any circumstances. The Board here can follow the Company's reasoning. If dismissal is for proper cause (and the grievance procedure should guarantee that it must be), the dismissed employee is certainly not entitled to notice whether it be for one month or one day. Likewise, in our opinion he should not be entitled to pay in lieu thereof. We, therefore, feel that we must recommend that no such clause be written into the contract.

Starting Time

The next issue with which we propose to deal is that of change of starting time. The union's request is set out in its proposed Article 12. While the union has made this request, it is prepared to reduce the request in its effect by agreeing to a clause which excepts certain types of public interest programs. We would recommend, in this connection, that the union's request as set out in its proposed Article 12 be granted with the proviso added to the union's draft that it shall not apply to any special program scheduled as a public interest program. We feel that if the Company gets special pay for this type of special program, the provisions of the union request are reasonable, but that if the Company does not get special pay for this type of special program, the union request is not so reasonable and the Company should not be penalized for something that it cannot avoid. Bearing this thinking in mind, it should not be difficult to work out an appropriate wording on this point.

Wages

The last issue with which we propose to deal is that of wages. We recognize that both parties have made submissions on wages. We recognize that on the union's submission and comparisons based upon the CBC that this Company's wage rates are not high. At the same time, we recognize that if we accept the comparisons made by the Company, which it says are comparable, the Company's wage rates may be higher than these comparables.

However, whichever set of figures might be accepted, we do feel that this part of the case has not been sufficiently developed before us for us to come to any conclusion upon the comparison of rates that should be applicable to this Company. We, therefore, are not in a position where we feel that we would be competent to make a ruling upon the wages which should be paid by the Frontenac Broadcasting Company. We, therefore, feel that, in view of the fact that there is such a diversity of opinion between the parties and that there has not been sufficient evidence brought to us by either party on this issue, which would make an intelligent recommendation possible, we therefore are forced to leave the issue of wages to the parties themselves to settle.

The above recommendations insofar as they are positive recommendations are made by the Chairman and, in some instances, with the reluctant concurrence of Mr. Quaife. Mr. Cunningham, on the other hand, feels that he cannot concur in the findings here insofar as they contain positive recommendations. He feels and is convinced that the parties involved in this dispute were at the outset very far apart on the issues and were at the termination of the second hearing very little closer together. Therefore, as a member of this Conciliation Board, since he is convinced after the two hearings that nothing has come about which in any way has narrowed the gap between them, he believes that there is no advantage to be gained by the parties through the Board's making any recommendations of a specific nature. He further feels that he is not competent, in view of the evidence which came out before the Board, to make any recommendation which could have any hope of assisting the parties in this matter. He feels, therefore, in view of the diversity of opinion that was shown to exist between the parties, and in view of the fact that neither party was prepared to give sufficient evidence upon which

to found, in his opinion, a proper finding, that he is forced to leave the issues in this matter to the parties themselves to settle.

All of which is respectfully submitted.

(Sgd.) WILFRID S. LANE,
Chairman

(Sgd.) FRANK QUAIFFE,
Member

(Sgd.) D. G. CUNNINGHAM,
Member

Dated at Picton, Ont., the 29th day of
January, 1962.

Report of Board in Dispute between

Guy Tombs Marine Services Limited and Davie
Transportation Limited, Montreal

and

Seafarers' International Union of North America
Canadian District

The Board of Conciliation and Investigation was appointed on September 14, 1961, to endeavour to bring about agreement between the parties to the above dispute. On October 17, 1961, the members of the Board were appointed: John M. Wynn, C.A., for the Company; Jean G. Larivière, for the Union; and G. D. LaViolette, Chairman. The documents pertinent to the litigation were received at the offices of the Chairman on October 20, 1961.

The agreement between the Company and the Union expired on November 30, 1960, and the subject of the litigation now under study has to do with the renewal of this agreement. Three ships are involved, two plying between Quebec and New York and one from Three-Rivers to New York, carrying newsprint; the Union, in the dispute, represents 14 employees, unlicensed personnel.

During January, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Guy Tombs Marine Services Limited and Davie Transportation Limited, Montreal, and the Seafarers' International Union of North America, Canadian District..

The Board was under the chairmanship of G. D. LaViolette of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, John M. Wynn, C.A., and Jean G. Larivière, both of Montreal, nominees of the companies and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the Report of the Board, was submitted by the Chairman and Mr. Wynn. The minority report was submitted by Mr. Larivière.

The majority reports are reproduced here.

A. The Dispute

The differences between the parties are the following: Mr. McLaughlin, Union Representative, declared that he was prepared to consider an offer from the Company which would provide for the reduction of working hours to an 8-hour shift on a spread of 16 hours, and any work performed between midnight and 8.00 a.m. to be paid at the overtime rate of \$1.85 for sailors and \$2.32 for cooks, and some increase in the monthly rate of pay.

Mr. Tombs, president of the Company, has maintained from the outset that the operation was a continual loss of money and, unless some radical changes were effected, the operation could not be carried out much longer. It is impossible under the circumstances to consider any increase in cost whatever, be it through the reduction of working hours, overtime payable or increase of the monthly rate of pay.

At the public hearings and after, efforts were made by the Board to see whether Mr. Tombs could find a way to alter his position and make an offer of some kind to the Union. He remained adamant as to his original decision "no increased costs of any kind" and, obviously, bringing the parties together became impossible. Therefore, the next step for the Board was to make its Report, taking into consideration all the facts submitted.

B. Background of the Dispute

This dispute on wages and particularly on working hours is nothing new for this class of operation, that is, inland ships rendering a service between ports on the St. Lawrence River and New York City.

In previous years, conciliation took place jointly for the two Companies mentioned heretofore and Quebec Paper Sales and

Transportation Company Limited, or independently with an agreement that the contract agreed upon by one of the Companies would apply to the others. This has been changed recently: in the present conciliation the Quebec Paper Sales and Transportation Company Limited is not involved, it took its problems to conciliation independently of its two former associates.

When conciliation took place in the present case, the parties were asked if they would agree to a contract made along the lines of the eventual settlement of the Quebec Paper Sales and Transportation Company Limited then in conciliation. The Union was agreeable to this possibility, but Mr. Tombs refused on the basis that, because the Quebec Paper Sales and Transportation Company Limited was part of Howard Smith Paper Mills and Dominion Tar & Chemical Company combined, their shipping operations could be maintained even at a loss.

Before the change of procedure mentioned above, two Boards of Conciliation and Investigation were constituted by The Honourable Minister of Labour of the Government of Canada: one under the chairmanship of Hon. Judge Paul E. Côté of Montreal, reported on July 13, 1956, and the other under the chairmanship of H. Carl Goldenberg, Q.C., of Montreal, reported on July 31, 1958.

In the first case, a substantial increase in wages was recommended and an overtime premium pay on the basis of a 7-day, 8-hours-per-day work week; in the second award, a substantial increase in pay but no allowance for overtime payment. In lieu of an overtime payment as requested after a 40-hour week, it was recommended that the employees should receive an additional week's vacation.

In both cases, in post-arbitration, the parties agreed to substitute, for the overtime payment, and the additional week's vacation pay, an additional increase in wages.

The problem now comes up on the same slant: a request for increased wages—a request for a reduced work week of 40 hours; and overtime pay. This is the matter now before the Board for study and recommendation, and our notes on the subject will be found hereafter.

C. Our Study of the Problem

The Union submits that these boats should be subject to the same conditions as prevail on the lakers, for the good reason that uniformity of operation is a requirement and, secondly, that sailors on a lake boat enjoy a 40-hour week and penalty

payment thereafter. Why should a sailor on another boat be denied this privilege and be called upon to work as much as 70 hours in one week?

While uniformity may be very desirable, conditions of operation on the lakers and conditions of operation on those inland ships are very different. On the other hand, the question of working as much as 70 hours a week is indeed a problem.

Physically it would be impossible to work on a three 8-hour-shift operation; it would require more men and the space is not available. On top of this, costs would be increased considerably. It becomes difficult to compare a boat of less than 500 tons capacity with a laker which may run as high as 10,000 tons, and the new ones *very much* higher. The economics of the business is altogether different and so is the nature of the operation. One carries on a regular trade, the other performs a specific service carrying newsprint to New York and trying to obtain cargo for the return trip. If such cargo is unobtainable, as has been the case last year, coal is taken, mainly as ballast for the ship, and that is not very satisfactory.

All the reasons advanced by the operators for refusing to accept comparison of their ships with the lakers are well known to the Union. They have been hashed and rehashed in the past by two Conciliation Boards and by a third one which recently reported for the Quebec Paper Sales and Transportation Company Limited.

As to the Company itself, one important feature of the argumentation presented is the claim that the operation is a continuous deficit and that it cannot carry on much longer. Moreover, it is a declining trade, as at one time the Company used to operate as many as seven ships, its own or chartered. The operation was profitable, except in the last two years, and the worst one was last year. The Company threatens to close the operation if costs are increased.

Railway and truck transportation has been a contributing factor, competition is intense and rates, instead of going up, are coming down. If water rates are increased, there is no guarantee that the users will not turn to rail or highway transportation.

The Company has submitted figures and, while figures can easily be argued, there is no doubt that results in 1961 are very unsatisfactory; in 1960 still unsatisfactory. It is difficult to assess if next year could be a better year or not, and as to subsequent years, who knows? However, for the last two years, the facts and figures are there.

The Union is definitely of the opinion that the workers should not subsidize a marginal operation. Whether the Company

makes a profit or not, the workers should be paid wages which are in line with those paid in their trade. It is not up to the workers to pay for the deficits incurred by the employer.

The position of both parties is thus well established. One threatens to close the operation, and the other one refuses to subsidize a deficit operation. It is now up to the Company, and to the Union after consultation with its membership, to assess what the future may imply and make the appropriate decisions.

On the Subject of Wages

The wages of an ordinary seaman work out to \$67.43 a week without board, and to \$77.94 if board is added. As it is asked to reproduce on ships what is taking place in industry, these wages would compare favourably with the average wage paid to industrial workers in the provinces of Nova Scotia, New Brunswick and Newfoundland; it would be in line with the Province of Quebec; and it would compare unfavourably with British Columbia and Ontario. So that, the rate of pay cannot be termed "depressed wages". True, they are not the highest paid in the shipping industry but they are also not the lowest, as a good many sailors operate on "goelettes" and their pay is much lower. And, from a practical standpoint, are not these ships big goelettes?

It must be noted here that we are speaking of a monthly wage, and not an hourly rate. That is a different problem and to make a comparison on an hourly basis we would have to have exactly the record of hours worked. Another factor that must be taken into consideration is that the occupation is seasonal, it lasts about 8 months at the most.

One particular point, to which we have made reference before, is the fact that a sailor may work as much as 70 hours a week and is not entitled to a premium payment for overtime. The contract does not provide for such a penalty payment; obviously, these people are entitled to some compensation for such long hours worked and no additional pay. As it is not practical to determine a fixed week above which overtime shall be paid, some other method of compensation has to be found. The Board is providing for same in its recommendation, under item "D" hereafter.

D. Recommendation

Taking into consideration all that is outlined heretofore, the recommendation of the Board is as follows:

(a) The Board does not agree with the demand of the Union for a 40-hour week and penalty pay after, but it does agree

that an indemnity should be paid for the long hours worked at time by some of the men. And to implement this, an additional week's vacation (7 days) shall be paid to all workers engaged in the operation for the 1961 season, exactly on the basis as that outlined for vacation pay in Article 8 of the contract that expired on November 30, 1960.

(b) The Board is fully aware of the deficit position of the Company, but cannot agree to a flat refusal as to an increase in wages which must be kept in line for that class of operation. A general increase of 3% on the scale of wages for the unlicensed personnel, contained in the contract expiring on November 30, 1960, shall be paid for the 1961 season.

(c) As to the duration of the agreement: a one-year agreement which will be in effect from December 1, 1960 to November 30, 1961. The Board has taken into account the adamant position of one of the parties and deems that it becomes needless to recommend an agreement that is longer than one year.

The above recommendation is a majority decision, that of the nominee for the Company, John M. Wynn, C.A., and the Chairman of the Board, G. D. LaViolette. Jean G. Larivière, nominee for the employees is dissenting, and will submit a separate report.

Dated at Montreal, Que., the 17th day of January 1962.

(Sgd.) G. D. LAVIOLETTE,
Chairman

(Sgd.) J. M. WYNN,
Member

MINORITY REPORT

The Company submitted a financial report showing a deficit for the year 1961 and a small profit for 1960. But the Company also admits that for *very many years* it had made a profit from this operation.

Therefore it is my recommendation that the union demands be granted as presented originally to the Company.

More so, one very urgent situation is to be corrected—"the work-week"—and the Company did admit that some of its employees are on duty some weeks for 70 hours; this situation cannot be accepted or tolerated in this day and age. Also, the employees should not be expected to subsidize the Company during deficit years if it does not get a dividend over and above the regular wages in profit-bearing years.

Dated at Montreal, Que., the 19th day of January 1962.

(Sgd.) JEAN LARIVIÈRE,
Member.

Report of Board in Dispute between

The Shipping Federation of Canada, Inc., Montreal and International Longshoremen's Association

This is the decision of the Board constituted by the Minister of Labour on October 18, 1961.

The Board comprised Raymond Caron, Q.C., representing the company, Louis Laberge, representing the union, and was presided over by René Lippé, District Judge of the Magistrate's Court of the Province of Quebec.

The sittings were held in the Court House in Montreal.

The area of this grievance concerns:

(a) the incorporation in the agreement of a clause pertaining to the duties of a checker and the work load involved, and

(b) an increase of 3 cents an hour which the union is asking.

Duties of Checkers and Work Load

The union unilaterally enacted a by-law restricting the work checkers may do unless permission to do otherwise is given by the Local. Counsel for the union admitted that this by-law is not binding upon the employers. However, the union demand is that the work load be limited by a clause in the collective agreement with provision similar to the wording of the by-law. This by-law reads as follows:

No checker shall supervise receiving or shipping of cargo for more than one motor vehicle at one time, unless permission is given by Local 1657 for exceptional cases; no checker shall supervise the receiving or shipping of cargo, for more than two railway gangs at any one time, providing, however, that the commodity and marks of the cargo are the same, unless permission is given to do otherwise in exceptional cases by Local 1657; in the case where there is a railway car with a cargo of mixed commodities or marks, the checker shall supervise the receiving or shipping of cargo from one gang only, unless permission is given to do otherwise in exceptional cases by Local 1657.

The employers, on the other hand, represented that such a clause would encroach upon the employers' rights to direct their business.

The union stated that the demand, as formulated, was made following certain incidents wherein checkers were required to sign documents to the effect that certain merchandise has been checked when in fact these examinations have not taken place for one reason or another.

The specific incidents respecting which proof was made were cases where checkers were penalized for decisions improperly or

unwisely made by the checker himself rather than due to acting upon instructions by the employers to sign documents for merchandise which had not been checked.

The employers maintain that in no case had a checker ever been called upon improperly to sign a document. It was admitted that in some cases checking was not required by agreement with the shippers or carriers but that no checker could or would be disciplined for shortages or errors in such cases. The employers also contended that, considering the nature of the operations, they require flexibility in the determination of the work loads.

The members of this Board, in endeavouring to reconcile the viewpoints of the parties, are of opinion that the employers are entitled to determine the work loads and to give instructions as to the manner in which the work of checkers is to be done but, on the other hand, that the employees should be entitled to make grievances and to have recourse to arbitration in the event that they feel they are unjustly disciplined for errors or shortages which are beyond their reasonable control. The Board is unanimously of opinion that no checker should be required to sign any document to the effect that he has checked merchandise if in fact such checking has not been done by him. The foregoing statement is not a finding by this Board that the employers have required any such signing by checkers but is made to clarify the issue.

This Board submits for the consideration of the parties the following arbitration clause:

"Any dispute as to any disciplinary measure, the interpretation, application, administration or alleged violation of this agreement which the union or any of the

During January, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Shipping Federation of Canada, Inc., Montreal, and Local 1657 of the International Longshoremen's Association.

The Board was under the chairmanship of His Honour Judge René Lippé of Montreal. He was appointed by the Minister on the joint recommendation of the other two members, Raymond Caron, Q.C., and Louis Laberge, both of Montreal, nominees of the Federation and Association, respectively.

The Report is reproduced here.

men may wish to discuss with any of the companies shall be taken up on behalf of the union or the men, first by the union's representative on the wharves (but not by the men) with the company's superintendent and/or the contracting stevedore. Any dispute which any company may wish to discuss with the union shall be taken up first by the company's superintendent and/or the contracting stevedore with the union's representative on the wharves.

"In the event that the dispute is not settled within three working days after being first discussed as above, the companies' representatives shall meet with the Union's representatives within a further two working days.

"If the dispute is not settled within a further delay of eight working days, it shall then be referred to a board of arbitration composed of three members. One shall be selected by the companies and one by the union, both within five days. A chairman shall be selected jointly by the other two. If the other two members fail to agree upon a chairman within a further five days, the Minister of Labour of Canada shall be requested, in writing, by either party to appoint a chairman.

"Such arbitration board shall sit within eight days from the selection of the chairman and shall render its decision and report to the parties within a further delay of fourteen days, unless an extension has been mutually agreed upon by the parties.

"A majority decision of the arbitration board shall be final and binding on both parties; provided that the board shall not be empowered to add to, alter, modify or amend any part of this agreement.

"Pending disposal of a dispute in accordance with the above procedure, the men shall continue to work without change in the conditions governing the work.

"The parties will jointly bear the fees and expenses of the chairman and each of the parties will respectively bear the fees and expenses of the arbitrator representing it."

Wages

The union is asking a wage increase of 3 cents an hour, so as to narrow the differential of 13 cents an hour presently existing between the wages of longshoremen and those of the checkers.

A majority of the members of this Board, after having examined the evidence adduced by the parties, recommend that this demand of the union be granted, Raymond Caron, Q.C., employer's representative, dissenting.

The whole respectfully submitted at Montreal, Que., this 26th day of January 1962.

(Sgd.) RENÉ LIPPÉ,
Chairman

(Sgd.) RAYMOND CARON,
Member

(Sgd.) LOUIS LABERGE,
Member

Report of Board in Dispute between

Polymer Corporation Limited
and

1. Local 16-14, Oil, Chemical and Atomic Workers'
International Union (plant workers)
and

2. Oil, Chemical and Atomic Workers' International
Union (laboratory workers)

The Board of Conciliation and Investigation appointed under the Industrial Relations and Disputes Investigation Act to deal with the dispute between Polymer Corporation Limited, Sarnia, Ont., and (1) Local 16-14, Oil, Chemical and Atomic Workers' International Union (plant bargaining unit), and (2) Oil, Chemical and Atomic Workers' International Union (laboratory bargaining unit), met the parties in Toronto on the 6th, 7th, 8th and 9th days of December.

At these meetings the Union was represented by:

T. Towler—President
C. Pratt—Plant Chairman
K. Romanishen—Technical Chairman
D. Worsley—Plant Committee Member
D. Larson—Plant Committee Member
D. Pretty—Plant Committee Member
G. Tully—Technical Committee Member
J. Hillman—Technical Committee Member
V. Postil—Plant Committee Member

And the Company was represented by:

J. W. Healy—Counsel
W. A. Atherton—Manager, Employee Relations Division
J. A. Fox—Manager, Industrial Relations Department
T. J. Masters—Labour Relations Supervisor
D. W. Hunt—Assistant Superintendent, Maintenance Department
D. G. Anderson—Assistant Manager, Production
G. W. Ames—Manager, Rubber Department, Technical Division
E. A. Crockett—Assistant to Vice-President, Research

The Union and the Company submitted briefs and oral arguments in relation to all the issues in dispute in both the plant bargaining unit and the laboratory bargaining unit, and at the conclusion of the formal submissions, the Board entered into an effort to conciliate the dispute.

As a result thereof, an agreement was arrived at, which the bargaining committee and the Company signed, and in which each recommended to its respective principals that all outstanding issues be settled on the basis of the memorandum.

The memorandum of agreement is included here and forms part of this report.

The Board of Conciliation unanimously recommends that all issues be settled on the terms of the said memorandum and schedules attached thereto.

All of which is respectfully submitted.

(Sgd.) J. C. ANDERSON,
Chairman
(Sgd.) M. O'BRIEN,
Company Nominee
(Sgd.) HARRY WAISGLASS,
Union Nominee

Dated at Belleville, Ontario, the 16th day of January, 1962.

MEMORANDUM OF AGREEMENT

The undersigned representatives of the parties hereto hereby agree to the following in full settlement of all matters in issue

During January, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Polymer Corporation Limited, Sarnia, Ont., and (1) Local 16-14, Oil, Chemical and Atomic Workers' International Union (plant bargaining unit) and (2) Oil, Chemical and Atomic Workers' International Union (laboratory bargaining unit).

The Board was under the chairmanship of His Honour Judge J. C. Anderson of Belleville, Ont. He was appointed by the Minister on the joint recommendation of the other two members, Michael O'Brien and Harry Waisglass, both of Toronto, nominees of the company and union, respectively.

The Report was unanimous and incorporated a memorandum of agreement which the negotiating committees of the parties signed. They agreed to recommend to their principals ratification of the terms of settlement.

The Report and the memorandum of agreement are reproduced here.

between them, and undertake to recommend these terms to their respective principals:

1. One collective agreement will be signed covering the existing plant and technician's bargaining units, which units will be merged into one bargaining unit. The collective agreement will take the form of the expired collective agreement covering the plant unit, with amendments as agreed upon to absorb under it the former technician's agreement. The term of the new collective agreement will be from date of ratification until December 9, 1963.

2. The rates of pay of Technician II will be revised to provide, as indicated on the charts which have been agreed upon, for their advancement to the rate-code No. 40 rate after 5 years at the rate-code No. 50 rate.

3. The production division job-progression chart will be revised as agreed upon.

4. Wage increases shall be as in Table I.

5. There shall be a lump sum payment in lieu of retroactivity of \$30.00 to each employee presently on the payroll who has performed any work since July 7, 1961,

TABLE I

Rate Code	Effective Date of Ratification	Effective 9 Months after Date of Ratification	Effective 18 Months after Date of Ratification
	cents	cents	cents
10.....	9	8	8
30.....	8	7	8
40.....	7	7	7
50.....	6	6	6
60.....	5	4	5
70.....	5	4	5
80.....	5	4	5
90.....	5	4	5

(Continued on page 359)

LABOUR LAW

Legal Decisions Affecting Labour

Supreme Court of Canada restores B.C. Labour Relations Board's order. Sask. Court of Queen's Bench quashes Labour Relations Board's decision. Ont. High Court rules that dismissal of employees engaged in legal strike is unlawful. B.C. Supreme Court rules on the meaning and the extent of lawful picketing

In allowing an appeal from the decision of the British Columbia Court of Appeal, the Supreme Court of Canada has ruled that the Labour Relations Board did not depart from the rules of natural justice, when, after having given a full opportunity for the parties concerned to be heard, it decided to close the debate and issue its order.

In Saskatchewan, the Court of Queen's Bench, in quashing an order of the Saskatchewan Labour Relations Board, has ruled that an application for decertification under the Saskatchewan Trade Union Act can be made by the employees concerned at any time.

In Ontario, the High Court allowed an appeal from the Magistrate's decision and held the dismissal of employees engaged in a legal strike was contrary to the provisions of the Ontario Labour Relations Act.

In British Columbia, the Supreme Court, while enjoining wrongful acts at the picket line, did not interfere with the union's claim under the Trade-unions Act, when there was a legal strike at one branch of a company, to picket any other branch not actually involved in the labour dispute.

Supreme Court of Canada . . .

...restores B.C. Labour Relations Board's decision refusing to certify craft units in lumber industry

On December 15, 1961, the Supreme Court of Canada, by allowing an appeal from a decision of the B.C. Court of Appeal (L.G., Nov. 1961, p. 1152), restored the decision of the Labour Relations Board refusing a union certification as bargaining agent for the engineers and firemen in ten plants of the lumber industry. The certification application, by Local 883 of the International Union of Operating Engineers, had been opposed by Forest Industrial Relations Limited, as representative of the industry,

and the International Woodworkers of America, which had been certified as bargaining agent for the whole industry.

The judgment of the Supreme Court of Canada was delivered by Mr. Justice Judson. He recalled that on receipt of the Operating Engineers' application on April 26, 1960, the Board sent the usual notices to all interested parties, namely, Forest Industrial Relations Limited, the International Woodworkers of America, and the employees affected by the application.

At an oral hearing before the Board on June 8, 1960, all parties had a full opportunity to be heard, to call evidence, to cross-examine witnesses and make their submissions.

During the hearing, Forest Industrial Relations Limited invited the Board to visit representative plants. The Board agreed to do so and notified all parties that it would visit two plants on June 20.

Shortly before the visit, the Operating Engineers suggested that the hearing be reopened for the purpose of making further representations. The Board decided against this but told the interested parties it would consider further submissions in writing, to be made not later than July 12. Forest Industrial Relations Limited replied that it had completed its submissions but requested an opportunity to reply if representations were made by others. The IWA replied that its case was completed but that it wished to be informed if the hearings were to be reopened.

The Operating Engineers made its submissions by letter dated July 7. The Board sent copies of this letter to Forest Industrial Relations Limited and the IWA who replied in writing, on July 20 and July 22, respectively, to the submissions of the Operating Engineers. These replies were not sent to the Operating Engineers.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

On July 28, the Board notified the Operating Engineers Union that its application was rejected on the ground that its units of employees were not appropriate for collective bargaining. On September 26, the Operating Engineers moved for a writ of *certiorari* to quash the decision of the Board. This application was rejected by Mr. Justice Verchere but granted by the Court of Appeal.

In Mr. Justice Judson's opinion, considering the facts of the case, the issues of jurisdiction and departure from the rules of natural justice, upon which the judgment of the Court of Appeal was founded, did not arise.

The real complaint of the Operating Engineers was that it should have been afforded an opportunity of replying to the submissions made by Forest Industrial Relations Limited and the IWA in their letters of July 20 and July 22. Mr. Justice Judson noted that all the parties had been given a full opportunity to be heard. After a full oral hearing and a view of two representative plants, the Board merely gave the interested parties an opportunity to make any further submissions they chose. After hearing from one side and hearing from the other side in reply, it was not a departure from the rules of natural justice for the Board to hold that the debate had gone on long enough and that it was time to stop.

Further, Mr. Justice Judson added, the Board fully complied with its own Act (S. 62(8)), which states that "the Board shall determine its own procedure but shall in every case give an opportunity to all interested parties to present evidence and make representations."

The Supreme Court of Canada set aside the order of the Court of Appeal and restored the order of Mr. Justice Verchere and the decision of the Board. *Re Labour Relations Act; Re International Union of Operating Engineers, Local 882; Re International Woodworkers of America, Forest Industrial Relations Limited and Labour Relations Board*, (1962), 37 W.W.R., Part 1, p. 43.

Saskatchewan Court of Queen's Bench . . .

...rules employees can exercise right to make an application for decertification at any time

On May 25, 1961, Mr. Justice Disbery of the Saskatchewan Court of Queen's Bench quashed an order of the Saskatchewan Labour Relations Board dismissing an application to revoke a certification order. The Court held that the Saskatchewan Trade Union Act did not put any time limit on

application for decertification and such an application could be made by the employees concerned at any time.

On November 18, 1959, the Board issued an order certifying Local 189 of the United Stone and Applied Products Workers of America as bargaining agent for a unit of employees of Jim Patrick Co. Ltd. After this the company and the union entered into a collective agreement dated January 25, 1960, which expired on January 24, 1961, and since then no collective agreement had been concluded.

On February 3, 1961, the employees of the company coming within the ambit of the bargaining unit filed an application with the Board to revoke the certification granted by the Board's order of November 18, 1959, on the grounds that the union in question no longer represented a majority of the employees in the bargaining unit and that the majority of the employees did not wish the union to act further as their bargaining agent with the employer. On February 25, the Board heard the application and dismissed it on the ground that the application was not made within 60-30 days before the date of expiry of the bargaining agreement between the parties and was therefore out of time.

Then the employees applied to the Court to quash the Board's order dismissing the application for decertification and asked for a writ of *mandamus* directing the Board to exercise its jurisdiction in accordance with Section 5(i) of the Trade Union Act and to process the said application accordingly. The applicants based their application on the ground that the Board acted without jurisdiction or in excess of jurisdiction (or alternatively erred in law) in dismissing the application for decertification on the ground that it was not made within 60-30 days before the expiry date of the bargaining agreement and that the Board failed to adjudicate and decide upon the application as required by Section 5 (i) of the Act and the regulations issued under Section 14 (1) of the Act.

Section 3 of the Trade Union Act gives the employees the right to bargain collectively through representatives "of their own choosing" and declares that such representatives "shall be the exclusive representatives of all employees in such unit for the purpose of bargaining collectively." Employees wishing to rid themselves of a representative who no longer is "of their own choosing" have a right to apply to the Board under Section 5(i) of the Act to rescind its order designating such unwanted representatives as their "exclusive representative."

The relevant part of Section 5 reads as follows: "S. 5. The Board shall have power to make orders: . . . (i) rescinding or amending any order or decision of the board."

The position taken by the Board was that this right of employees to apply for decertification can be exercised only during the 60 to 30-day period preceding the expiry of the collective agreement. Counsel for the Board admitted that no such limitation is imposed by the Act but sought to justify the Board's decision mainly on the ground that Section 26(3) of the Act provides that any other trade union may apply for certification within the 60 to 30-day period before the expiry date of such agreement. Counsel for the Board submitted that as the employees were permitted to change their bargaining agent only within this period, it should necessarily follow that they should have the right to rid themselves of an unwanted representative by making an application for decertification during the same limited period. To allow employees to revoke the certification of their bargaining representative at any time would, in the opinion of the Board, endanger the stability of labour relations. Counsel for the Board referred to the decision of the Ontario Labour Relations Board in *West York Coach Lines Drivers Assn. and Amalgamated Assn. of Street and Electric Railway Employees of America* (CCH, Section 17,002), in which the Ontario Board expressed an opinion that the considerations which led to the enactment of the certification provisions of the Regulations apply with equal force to revocation cases.

In the situation where there is no collective bargaining agreement in effect, Counsel for the Board was of the opinion that the application could be made when, in the opinion of the Board, a reasonable time had elapsed during which negotiations between the union and the company had failed to produce an agreement.

Mr. Justice Disbery noted that under the Alberta Labour Act the general rule is that employees may apply for revocation at any time after 10 months from the date of certification and, where an agreement is in effect, within two months from the expiry date. Under the Manitoba Labour Relations Act, where no collective bargaining agreement is in force, no application for revocation can be made until 10 months have elapsed from the date of certification. No such limitations where no agreement is in effect appear in the Saskatchewan Trade Union Act.

In *Reg. ex rel F. W. Woolworth Co. and Slabick v. Labour Relations Board* (L.G.,

April 1956, p. 419) Mr. Justice Locke of the Supreme Court of Canada, after referring to Sections 3 and 26 of the Saskatchewan Trade Union Act, said:

The Act does not otherwise define the time or restrict the manner in which the rights given to the employees by sec. 3 may be exercised. The union, for reasons which are irrelevant in determining the rights of the employees, had failed to negotiate an agreement with the employer and the rights of the employees to choose another representative was thus neither suspended nor affected.

The language of sec. 5, in so far as it affects this aspect of the matter, reads:

5. The board shall have power to make orders:

(i) rescinding or amending any order or decision of the board.

While this language is permissive in form, it imposed, in my opinion, a duty upon the Board to exercise this power when called upon to do so by a party interested and having the right to make the application Enabling words are always compulsory where they are words to effectuate a legal right

Mr. Justice Disbery referred also to Clause 6 of the Board's regulations, which reads:

6. Any trade union, any employer or any person directly concerned may apply to the Board for an order rescinding or amending any order or decision of the Board.

Further, he noted that in the case at bar some 14½ months after the union became the bargaining agent of the employees all the employees applied to the Board to revoke the certification order. Although the Legislature saw fit to set limits with respect to the time when certain other applications might be made, it did not see fit to place any such restriction or limitation upon employees applying to the Board to rid themselves of a bargaining representative they no longer wanted. Mr. Justice Disbery added that the right of the employees to apply to revoke the certification order was a right exercisable by them at any time and it was the duty of the Board to hear the application and give effect to the statutory rights of the applicants.

The Board did hear the application but refused it on the ground that the applicants could only seek to exercise this right during a 30-day period. Mr. Justice Disbery was of the opinion that when the Legislature had not seen fit to impose any restriction, the Board had no right to restrict the applicants' right to apply to a 30-day period in the course of the year. The attitude of the Board amounted to a refusal on the part of the Board to perform the duties cast upon it by the Trade Union Act.

It might be desirable, in the interests of stability in labour relations, to prohibit applications for decertification for a certain

period following the certification of a union as was done by the Legislatures of Alberta and Manitoba. The Legislature of Saskatchewan, however, did not place any restriction or limitation upon the time within which applications could be made by employees to revoke the certification order of their bargaining representatives. Mr. Justice Disbery added that it is for the Legislature to enact the law; for the judiciary to interpret it; and for the Board to perform the duties cast upon it by the Trade Union Act. It is not for the Board to impose restrictions upon the exercise of rights existing at law and under the Act because, in the opinion of the Board, such restrictions are desirable.

In conclusion, the Court held that the Board, in refusing to consider the application for decertification, refused to exercise their jurisdiction and, by seeking to impose the time restriction, acted in excess of jurisdiction. In doing so, the Board also erred in law.

The Court quashed the Board's order of February 25, 1961, whereby the application for decertification was dismissed on the ground that it was not made within 60-30 days before the expiry of the collective agreement. Also, the Court issued a writ of *mandamus* directing the Board to hear and determine, according to law, the application for decertification of February 3, 1961, to rescind the certification order of November 18, 1959. *Re A Labour Relations Board Order; Fey et al. v. United Stone and Allied Products Workers of America and Local Union No. 189, (1961), 35 W.W.R., Part 13, p. 577.*

Ontario High Court . . .

...rules dismissal of employees on legal strike is unlawful under Ontario Labour Relations Act

On December 13, 1961, Chief Justice McRuer of the Ontario High Court, allowing the appeal from the judgment of Magistrate Elmore, who had previously upheld the right of an employer to discharge from employment workers on legal strike (L.G., Dec. 1961, p. 1277), ruled that the Ontario Labour Relations Act recognized the employees' common law right to strike and the employees did not cease to be employees by reason of the fact that they went on strike. As a strike is a part of lawful union activities, the Act forbids the employer to dismiss or threaten to dismiss the employees engaged in a lawful strike.

The Chief Justice recalled the following facts of the dispute. A collective agreement between Local 299, Hotel and Club Employees' Union of the Hotel and Restaurant

Employees' and Bartenders' International Union and the Royal York Hotel in Toronto expired on August 16, 1960. The conciliation procedure provided for under the Ontario Labour Relations Act was resorted to and exhausted. On April 24, 1961, a strike vote was taken and the union called a strike. On June 26, the employer sent to the employees on strike a letter advising them either to return to work or resign. The letter stated also that a failure to send the requested notification by July 15, would result in dismissal effective July 16.

On July 18 a further letter was sent by the employer to the persons on strike notifying them that, as the result of their failure to indicate their availability for duty or otherwise, their employment record at the Royal York Hotel had been closed effective July 16, 1961. This communication referred to a letter sent to the Hotel management by the Secretary-Business Agent of Local 299, which contained the following paragraph:

Our members wish to make clear that they consider themselves employees of the Royal York Hotel who are on a lawful strike and that they will continue to consider themselves to be employees of the Hotel until and after the strike is settled and a collective agreement between the Hotel and the Union is entered into.

After the dismissal of the employees on strike, the union brought two charges under the Ontario Labour Relations Act against the Canadian Pacific Railway Company, owner of the Royal York Hotel. The first charge was that, contrary to Sections 50(a) and 69(1) of the Labour Relations Act, the company sought, by threat of dismissal, to compel certain employees to cease exercising their rights under the Act, namely the right to participate in a lawful strike. The second charge was that the company unlawfully refused to continue to employ certain employees because they were exercising a right under Sections 50(a) and 69(1) of the Act to participate in a lawful strike. On October 18, Magistrate Elmore dismissed both charges.

The Magistrate's decision was appealed by the union and certain findings and assumptions made by the Magistrate were claimed by the union to be wrong in law. These were: that the right to strike is a common law right and not a right under the Ontario Labour Relations Act; no strike could be properly called, nor could the employees in question cease to work unless or until they terminated their individual contracts by proper notice; the law required an employee to terminate his contract of employment for the purpose of participating in a strike; the Labour Relations Act did not alter the requirement that an employee should

terminate his individual contract of employment before participating in a strike; the persons on strike had no right to strike and to cease work; the persons on strike ceased to be employees of the company by the fact of going on strike and ceasing to work or in any event they subjected themselves to being discharged by going on strike and ceasing to work; the strike in question was not a lawful activity of a trade union.

The principal question argued before Chief Justice McRuer was whether the Labour Relations Act prevents an employer from discharging an employee merely because he joins in a strike following a strike vote which had been taken after the expiration of a collective agreement and the exhaustion of conciliation proceedings. Approaching this problem, the Chief Justice first considered the common law and then discussed the provisions of the Labour Relations Act in the light of the common law.

Counsel for the company argued that all strikes are unlawful at common law because a concerted act of employees failing to report for work without just cause is an unlawful agreement to commit a breach of contract.

Chief Justice McRuer rejected this submission. He pointed out that the whole course of jurisprudence in the last century establishes that a strike is not an unlawful conspiracy unless it involves something more than the motive or purpose of advancing the interests of the employees. In *Mogul Steamship Company Limited v. McGregor, Gow & Co., and Others*, (1882), A.C. 25, Lord Bramwell stated: "I have always said that a combination of workmen, an agreement among them to cease work except for higher wages, and a strike in consequence, was lawful at common law; perhaps not enforceable *inter se*, but not indictable."

In *Quinn v. Leatham*, (1901), A.C. 495, Lord Lindley said: "A combination not to work is one thing, and is lawful."

In *Crofter Hand Woven Harris Tweed Company Limited v. Vietch*, (1942), A.C. 435, Lord Wright said: "Where the rights of labour are concerned, the rights of the employer are conditioned by the rights of the men to give or withhold their services. The right of workmen to strike is an essential element in the principle of collective agreement."

The same principle of law was restated by Mr. Justice Rand of the Supreme Court of Canada in *William Newell v. H. Barker and John W. Bruce*, (L.G. 1950, p. 289), where he said: "It is now established beyond controversy that in the competition between workmen and employers and between groups

of workmen, concerted abstention from work for the purpose of serving the interest of organized labour is justifiable conduct."

Dealing with the statutory provisions, the Chief Justice noted that the Ontario Labour Relations Act defines a trade union and a strike as follows:

S. 1(1)(j) "Trade union" means an organization of employees formed for purposes that include the regulation of relations between employees and employers and includes a provincial, national or international trade union.

S. 1(1)(i) "Strike" includes a cessation of work, a refusal to work or to continue to work by employees in combination or in concert or in accordance with a common understanding, or a slow-down or other concerted activity on the part of employees designed to restrict or limit output.

In the opinion of the Chief Justice, the crux of the case under review was the proper interpretation of Section 1(2) of the Act, of which the relevant parts read as follows:

For the purposes of this Act, no person shall be deemed to have ceased to be an employee by reason only of his ceasing to work for his employer as the result of a . . . strike or by reason only of his being dismissed by his employer contrary to this Act . . .

This subsection, Chief Justice McRuer added, preserves the relationship of employer and employee for the purposes of the statute, notwithstanding a strike. Although the Act does not purport to create a statutory right to strike, it recognizes the common-law right to strike within the limits of the provisions of the Act. For instance, there must be no strike while a collective agreement is in force nor while the conciliation procedure is in progress. Section 57 expressly refers to lawful strikes and Section 67 gives the Labour Relations Board power to determine whether a strike is or is not lawful.

The Chief Justice could find no basis in law for the theory that in order that employees may engage in a lawful strike they must first resign from their employment. If an employee resigns he is no longer an employee. The Act contemplates a strike that is a cessation of work by "employees," not a refusal by ex-employees to go back to work. In fact, Section 1(1)(i) defines a strike as a cessation of work by employees.

In Section 1(2) the words "for the purposes of this Act" include the penal provisions of the Act. Section 69 makes it an offence to contravene any of the provisions of the Act. The relevant portions of Section 50 are:

No employer . . .

(a) shall refuse to employ or to continue to employ a person . . . because the person was or is . . . exercising any . . . rights under this Act; . . .

(c) shall seek by threat of dismissal, or by any other kind of threat . . . or by any other means to compel an employee to become or refrain from becoming or to continue to be or to cease to be a member or officer or representative of a trade union or to exercise any other rights under this Act.

Under the statute, the Chief Justice held that the employees on strike in the case under review had not ceased to be employees of the company. The union, after a proper strike vote of the members, called a strike. The strike was a lawful activity of the union within the meaning of Section 3 of the Act and the employees were given, under this section, a statutory right to participate in it. Therefore, they were exercising a "right under this Act" within the meaning of Section 50.

The Chief Justice was of the opinion that the company's letter of June 26 was a threat to terminate the legal relationship of employer and employee that was expressly preserved by the provisions of Section 1(2). The Act recognizes that there may be employees who are reporting for work and employees who are on strike and it forbids the employer to dismiss or threaten to dismiss members of either class because they engage in lawful union activities.

In summing up, Chief Justice McRuer held that the right to strike is a common-law right that is recognized by the Labour Relations Act; that the Magistrate was wrong in law in holding that no strike could be called nor could the employees in question cease to work unless or until they terminated their individual contracts by proper notice. In his opinion, one of the purposes of Section 1(2) is to preserve for employees their rights as such while they are on strike. The Act creates a statutory class of employees, viz., employees on strike. Further, the Chief Justice held that the employees on strike did not cease to be employees by reason of the fact that they went on strike. The strike was a lawful activity of the union.

The Court allowed the union's appeal and set aside the Magistrate's order dismissing the charges of violation of the Labour Relations Act brought against the company by the union. *Regina ex rel. Onofrio Zambri v. Canadian Pacific Railway Company*, Canadian Labour Law Reports, January 24, 1962, Para. 15, 380.

British Columbia Supreme Court . . .

...upholds union's right to picket all operations of a company provided that strike is a legal one

On September 29, 1961, Chief Justice Lett of the British Columbia Supreme Court, dealing with an application by a union to dissolve an injunction to restrain picketing

of Woolworth's Vancouver store, held that under the Trade-unions Act the picketing was not restricted to the company's operations or branch on legal strike, but could extend to all the company's operations. He did, however, uphold the injunction order in so far as the information on the placard was of the nature to mislead, misinform or deceive the public.

The Retail Food and Drug Clerks Union, Local 1518, was certified as a bargaining agent for the employees in two stores of the F. W. Woolworth Company Limited, at Port Alberni and Nanaimo in British Columbia.

On June 16, 1961, the employees of the store at Port Alberni went on strike, which was legal under the provisions of the B.C. Labour Relations Act. About September 22, the union began picketing various retail outlets operated by the company in British Columbia, among them the company's store in Vancouver.

The pickets in Vancouver displayed placards which read: "Members of Retail Clerks Union, Local 1518, on Strike Against F. W. Woolworth Co., at Pt. Alberni, B.C.". The words "Members of Retail Clerks Union Local 1518" were approximately one inch high, the words "on strike" were three inches high, and the words "against F. W. Woolworth Co. at Pt. Alberni, B.C." were one-half inch high.

On September 23, an *ex parte* injunction was issued restraining picketing. Before the statutory period of four days for *ex parte* injunction expired, the union moved a motion to dissolve the order restraining the union from picketing the company's retail store outlets in the province of British Columbia.

Counsel for the union submitted the following grounds for dissolving the injunction: The injunction order was bad in form in that it was in effect a perpetual injunction; the evidence in support of the motion for the interim injunction was seriously defective; the evidence on the *ex parte* application did not disclose irreparable loss on the part of the company; the evidence did not disclose any unlawful act by the union that would take away the union's rights under Section 3 of the Trade-unions Act.

The union's submission that the injunction order was bad in form and that it was in effect a perpetual injunction was rejected by Chief Justice Lett in view of the provisions of Section 6(2) of the Trade-unions Act, which specifically provide that an *ex parte* injunction shall not be for a period longer than four clear days. Further, the

Chief Justice held that the evidence presented by the company in support of the motion for injunction was adequate and not defective to the extent contended by the union.

Examining the union's submission that the evidence on the *ex parte* application did not disclose irreparable loss on the part of the company, the Chief Justice noted that in Section 6(1)(b) of the Trade-unions Act, referring to *ex parte* injunctions, the words used are: "except (a) to safeguard public order; or (b) prevent substantial or irreparable damage to property." In his view, the evidence presented was sufficient to establish that if the picketing in the manner alleged were to continue, substantial or irreparable damage could be sustained by the company within the meaning of the words "irreparable damage" as defined in the court judgments in *Litchfield Sheer v. Queen Anne's Gate Syndicate (No. 2) Ltd.*, (1919) 1 ch 407, and in *Pacific Coast Terminals Co. Ltd. v. International Longshoremen's & Warehousemen's Union, Local 502* (L.G. 1960, p. 68).

The union's submission that the evidence did not disclose any unlawful act that would take away the union's rights under Section 3 of the Trade-unions Act amounted to the union's claim that the interim injunction should not have been granted because the evidence did not disclose an unlawful act on the part of the union. In support of this submission, the union relied on the case of *Taylor, Pearson & Carson (B.C.) Ltd. v. Retail, Wholesale and Store Union, Local 535* (L.G., Jan., p. 74).

Chief Justice Lett noted that in the *Taylor* case Mr. Justice Collins found that pickets in not improper numbers were present and the placards contained true statements. In the case at bar, the evidence disclosed that there were as many as five pickets in front of the company's store in Vancouver. While it is difficult for a court, the Chief Justice added, to say how many pickets are necessary or reasonable in any given situation to disseminate information to the public or to "persuade or endeavour to persuade anyone not to" do things set forth in Section 3(a), (b) and (c) of the Trade-unions Act, in his view, in the absence of any evidence of necessity, five pickets in front of a store with a small frontage were more than necessary, assuming that they were present for a permissible and lawful purpose (*Army & Navy Department Stores v. Retail, Wholesale and Department Store Union Local No. 535* (L.G. 1950, p. 2094)).

Dealing with the information shown on the placard, and particularly regarding the varying sizes of the lettering upon the pla-

cards, the Chief Justice expressed the opinion that, had the information been printed in letters of equal size, and if all words had been equally discernible to a member of the public passing by on the sidewalk in front of the premises, then there might be some ground for alleging that the information on the placard was true and was, in the proper sense, information. But, in his view, it was clear that the placards were so designed and printed as to mislead and deceive the ordinary observer passing by into a belief that the picketing and the placard itself related to a strike at the premises being picketed. While technically the information might have conveyed true information to the reader if read in its entirety, the placards, by reason of the varying sizes of the letters, could only convey to a reader, as he passed by, information that was not the truth. In effect, the placards concealed the fact that the strike was not at the premises picketed, as the placards and the presence there of the pickets would indicate, but somewhere else. It was in effect misinformation that was disclosed by the placards.

Further, the Chief Justice added that the placards were so designed and displayed as to suggest that which was false and to suppress that which was true and, therefore, these placards were fraudulent and calculated to convey misinformation to the public and in this sense "unlawful" within the meaning of Section 3 of the Act. In his opinion, when using the words "and without acts that are otherwise unlawful" in Section 3 of the Trade-unions Act, the Legislature did not intend, in the case where there is a legal strike at one branch of an employer's business, to permit a trade union to inflict irreparable damage upon an employer at any or all of his branches by the display or publication to the public by pickets and placards of information designed in such form as to conceal or suppress that which was true and suggest that which was false.

Finally, the union objected to the terms of the interim injunction as being too wide. In this respect, the union relied on *Mos-trenko v. Groves* (L.G. 1953, p. 1515) in which the court continued an interim injunction against picketing to the trial, but enjoined only wrongful acts. Counsel for the union submitted that in the case at bar there was nothing in the evidence to support an absolute bar to picketing, but that only wrongful acts should be enjoined.

Chief Justice Lett accepted this submission and thought that it would not be proper or justifiable to deprive the union of whatever right to picket in a lawful manner

it might have under the Act. Consequently, the court varied the interim injunction to meet the objection of the union and enjoined the union only from picketing with placards designed to or likely to have the effect of

misleading, misinforming or deceiving the public. *F. W. Woolworth Company Limited v. Retail Food and Drug Clerks Union, Local 1518*, (1961), 36 W.W.R., Part 12, p. 565.

Recent Regulations under Provincial Legislation

Higher minimum wages established for taxicab drivers in British Columbia, and minimum rates established for women restaurant workers in Charlottetown, P.E.I.

A new order of the British Columbia Board of Industrial Relations set a minimum wage of \$40 a week for taxicab drivers who work 40 or more hours a week and of \$1 an hour for part-time drivers.

A minimum wage order made by the Prince Edward Island Labour Relations Board established a weekly minimum of \$21 for waitresses in Charlottetown and of \$16 for other female restaurant workers in the area. The order also dealt with overtime, part-time work, statutory holidays, sick leave and annual vacations.

In Saskatchewan, the regulations under the Gas and Oil Conservation Act were re-issued with a few changes in the safety provisions.

Other regulations dealt with the membership of the Labour Safety Council of Ontario and the definition of industrial disease under the Quebec Workmen's Compensation Act.

Alberta Workmen's Compensation Act

The Alberta Workmen's Compensation Board has amended the definitions of restaurant and retail store in the general regulations under the Workmen's Compensation Act. The amended definitions are intended to exclude from coverage of the Act a restaurant or retail store carried on at or in connection with a stampede, rodeo, fair, sporting event, exhibition or athletic event, except where such an undertaking is carried on as part of an industry within the scope of the Act.

The new regulation (Alta. Reg. 424/61) was gazetted December 30, to take effect January 1, 1962.

British Columbia Male and Female Minimum Wage Acts

Under the British Columbia Male and Female Minimum Wage Acts, the British Columbia Board of Industrial Relations has issued a new minimum wage order establishing, effective February 12, 1962, a minimum wage of \$40 a week for taxicab drivers who work 40 or more hours a week, and of \$1

an hour for drivers whose regular work week is less than 40 hours. The new order (B.C. Reg. 2/62) replaces a 1950 order which set a minimum of 55 cents an hour for taxicab drivers and taxicab dispatchers.

As before, the order applies to all persons who operate or drive for hire a motor vehicle with seating accommodation for nine passengers or less. Unlike the former order, however, the new order does not cover taxicab dispatchers who assign work to or direct the movements of taxicab drivers.

As previously indicated, the revised order distinguishes between taxicab drivers who normally work 40 hours or more a week (Class A employees) and drivers whose regular work week is less than 40 hours (Class B employees). The minimum rate for Class A employees is \$40 a week and for Class B employees, \$1 an hour.

The same overtime rate, \$1.50 an hour, is set for both categories of taxicab drivers. This premium rate is now payable for all hours worked in excess of eight in the day or 44 in the week where the hours worked do not exceed eight in any one day. Under the previous order, a taxicab driver had to work more than nine hours in a day or 48 hours in a week before he was entitled to overtime.

The daily guarantee provision, which had previously provided for a minimum of two hours pay for reporting for work in response to a call from the employer, was brought into line with that in other recent orders. A taxicab driver must now be paid his regular rate of pay for the entire period spent at the place of work with a minimum of \$2 for reporting for work unless his condition is such that he is not competent to perform his duties, or he has failed to comply with the Accident Prevention Regulations of the Workmen's Compensation Board. If a taxicab driver commences work, he must be paid at least \$4, except when his work is suspended because of inclement weather or other reasons completely beyond the control of the employer.

Another significant new feature is the provision for a weekly rest of 32 consecutive hours. In exceptional cases where it is recognized that a 32-hour weekly rest is not suitable, the Board may approve a different arrangement upon the joint application of the employer and the taxicab driver concerned.

The order also contains the usual provisions respecting semi-monthly payment of wages, posting of orders and the keeping of records.

Ontario Department of Labour Act

A regulation under the Ontario Department of Labour Act concerning the membership of the Labour Safety Council of Ontario was gazetted as O. Reg. 3/62 on January 13.

An amendment to the Act adopted last December implemented a recommendation of the Royal Commission on Industrial Safety in Ontario (L.G., Dec. 1961, p. 1238) and provided for the establishment of a Labour Safety Council "consisting of three or more persons as the Lieutenant Governor in Council determines." Its duties are to inquire into and advise the Minister upon matters respecting the safety of workers and to co-ordinate the functions of all bodies concerned with the safety of workers.

The new regulation provides that the Council is to consist of seven members.

Thomas A. Rice of Hamilton, a retired industrialist, has been appointed Chairman of the Labour Safety Council. Other members are: Dr. E. A. Allcut, retired professor of engineering, University of Toronto, member of the safety codes committee, Canadian Standards Association; Dr. James E. Barnard, Medical Director, McKinnon Industries Limited, St. Catharines; William Farquhar, business agent, Local 353, International Brotherhood of Electrical Workers, Toronto; Douglas F. Hamilton, Secretary-Treasurer, Ontario Federation of Labour; R. G. Loftus, Vice-President, Victory Soya Mills Limited, Toronto; and Herbert C. Nichols, Milne and Nichols Limited, general contractors, Toronto, and President, National Construction Council of Canada.

Ontario Industrial Standards Act

The hairdressing industry was brought under the Ontario Industrial Standards Act by O. Reg. 14/62, gazetted January 27. The Act will not apply, however, to work done in a hairdresser school licensed by the Industry and Labour Board under the Apprenticeship Act or in a shop "that holds itself out to the public as a barber shop only."

Quebec Workmen's Compensation Act

A new regulation issued by the Quebec Workmen's Compensation Commission provides that any disease peculiar to or characteristic of a particular industrial process, trade or occupation will be deemed to be an industrial disease under the Workmen's Compensation Act. The new regulation was approved by O.C. 56 and was gazetted February 3 to go into force on September 1, 1962.

Prince Edward Island Women's Minimum Wage Act

An order of the Prince Edward Island Labour Relations Board, establishing a weekly minimum wage of \$21 for experienced waitresses in Charlottetown and of \$16 for other female restaurant workers in the area approved by Minute-in-Council No. 767/61, was gazetted December 30 to take effect 10 days from date of publication.

This is the second minimum wage order to be issued in Prince Edward Island. An order made last October established a weekly minimum of \$21 for experienced waitresses in Summerside and of \$23 for female restaurant cashiers, with lower rates for learners (L.G., Dec. 1961, p. 1279).

Like the earlier order, the new order is quite comprehensive. As well as setting minimum wage rates, it deals with overtime, part-time work, hours, meals, uniforms, statutory holidays, sick leave with pay, annual vacations and pay periods.

The order applies to all restaurant waitresses in Charlottetown and within a five-mile radius of the Province Building, and to other female restaurant employees in the area.

For purposes of the order, "restaurant" means an eating establishment as defined by the "Regulations re Eating Establishments" under the Public Health Act, including a lunch counter or refreshment stand.

For the first 30 days of employment, the minimum wage now payable to waitresses in Charlottetown is \$18 a week. After the expiration of this 30-day probationary period, waitresses must be paid at least \$21 a week.

These rates are based on a maximum work week of 48 hours or on the normal number of hours worked per week if less than 48. Any hours worked in excess of 48 in a week or in excess of the regular work week if less than 48 are to be considered overtime and are to be paid for at the rate of time and one half.

In the case of part-time waitresses, the minimum hourly rate must be determined by dividing the minimum weekly wage by 48 or

by the usual number of hours worked in the particular establishment if less than 48. In addition, the order stipulates that all part-time waitresses must receive at least four hours pay for every day worked even though they work less than four hours.

Other female restaurant employees in Charlottetown and in a five-mile radius must be paid at least \$16 for a maximum work week of 48 hours. If they work more than 48 hours in a week, they must be paid time and one half. No minimum part-time rate is set for such employees, however.

The order stipulates that all time spent by waitresses and other female restaurant employees on the employer's premises while on call or waiting for work is to be counted as time worked.

In addition to the minimum wage, every employee subject to the order must be given a free, full-course meal for every four hours worked, the choice of meal being left to the discretion of the employer.

An employer who requires employees to wear uniforms or other special apparel must provide them without charge to the employee and may not make any deductions from the minimum wage for the purpose or use of such uniforms or apparel.

The employer is prohibited from making deductions from the minimum wage for time not worked because of a statutory holiday if the employee works the scheduled working days in the week during which the holiday occurs, and, if the holiday falls on a Monday, if the employee works the last scheduled working day before the holiday. An employee who is required to work on a statutory holiday must be given a day off without deduction within the next 14 days, the order further providing that the holiday or day in lieu thereof is to be considered a working day for purposes of the order.

The order provides for sick leave with pay, stating that sick leave is to be available and is to accumulate at the rate of one day for each month of employment up to a maximum of 14 days. No deduction from

wages may be made by the employer for time lost due to sickness in excess of one day, provided the employee produces a doctor's certificate verifying the illness. The order further provides that the employer is not obliged to pay for the first day's illness.

Provision is also made for an annual paid vacation. Employees are to be given a week's vacation with full pay after one year of continuous employment and two weeks after two years.

A final provision states that wages are to be paid promptly, at regular intervals not exceeding two weeks.

Saskatchewan Oil and Gas Conservation Act

Saskatchewan has issued new regulations under the Oil and Gas Conservation Act including, as before, safety regulations applying to the erection of derricks and masts, to oil and gas well drilling and service rigs, and to the cleaning and maintenance of oil storage tanks. Gazetted as O.C. 23/62 on January 19, they became effective February 1, replacing O.C. 2709/56 (L.G. 1957, p. 212).

As before, a licence from the Minister of Mineral Resources is required to operate a drilling rig. If drilling is carried on in such a way as to be a menace to life or property, the licence may be cancelled.

An obligation is placed upon the operator of a drilling rig or service rig, and upon a person who has storage facilities, to see that his equipment meets the standards set in the regulations and that his workmen comply with the numerous safety rules.

The standards for equipment and the safety rules have been revised in some instances, and new provisions have been added. The regulations now specify that airline masks or other breathing apparatus and flashlights or lanterns must be of a type approved, for the use to which they are put, by the Canadian Standards Association, instead of the United States Bureau of Mines as previously.

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance benefit at end of December up 215,200 from end-of-November figure but down 152,900 from December last year*
Of the month-end total, 18 per cent, 108,500, were seasonal benefit claimants

Claimants† for unemployment insurance benefit on December 29 totalled 601,200. This exceeded the November figure of 386,000 by nearly 56 per cent, but was 20 per cent below the December 1960 total of 754,100.

The December 1961 figure included 108,500 seasonal benefit claimants‡ compared with 134,100 the year before. The November 1961 figure included about 15,000 seasonal claimants.

Although the increase between November and December in part reflects the reduced employment associated with the advance of winter, the seasonal benefit period has a bearing on it. With the relaxation of the contribution requirements during the December to mid-May period, persons not eligible under the regular provisions may become eligible for seasonal benefit. Under the Class A provisions, 15 weeks of work in insurable employment since March 31 is sufficient; under Class B, a claimant with a regular benefit period that terminated since mid-May can qualify for benefits without any contributions in the interval.

Seasonal benefit claimants made up 18 per cent of the end-of-December total in both 1960 and 1961.

The new claimants at this time of the year are predominantly male. Of those who had been on claim for two weeks or less

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

on December 29, 1961, the males made up 84 per cent; of those on claim for between three and four weeks, 82 per cent. This compares with a proportion of 60 per cent in the group on claim for 20 weeks or more.

Initial and Renewal Claims

Initial and renewal claims filed at local offices in December numbered 357,900, which was about 105,300 more than the total of 252,600 in November, but about 90,000 fewer than the total of 448,300 in December 1960.

The estimated average weekly number of beneficiaries was 320,200 for December, in comparison with 209,800 for November and 402,600 for December 1960.

Benefit payments totalled \$29,400,000 in December, compared with \$20,900,000 in November and \$39,800,000 in December 1960.

The average payment per week compensated was \$24.20 in December, \$23.76 in November and \$23.51 in December 1960.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for December showed that insurance books or contribution cards were issued to 4,903,032 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1961.

*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimant's at any given time inevitably includes some whose claims are in process. During the seasonal benefit period, claims in process are classed as regular until the computation of their contribution credits indicates otherwise.

‡Payments under the seasonal benefit provisions of the Act cannot be made for any week of unemployment prior to November 26. However, claims processed after mid-November and failing the regular requirements are re-computed immediately under the seasonal benefit provisions and post-dated to November 26.

At December 31, registered employers numbered 336,289, an increase of 498 since November 30.

Enforcement Statistics

During December, 7,821 investigations were conducted by enforcement officers across Canada. Of these, 4,425 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 145 were miscellaneous investigations. The remaining 3,251 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 223 cases, 42 against employers and 181 against claimants*. Punitive disqualifications as a

result of false statements or misrepresentations by claimants numbered 1,707.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in December totalled \$29,-269,080.06, compared with \$29,684,645.40 in November and \$28,965,943.74 in December 1960.

Benefits paid in December totalled \$29,-447,375.24 compared with \$20,938,332.74 in November and \$39,765,535.77 in December 1960.

The balance in the Fund on December 31 was \$163,305,098.55; on November 30 it was \$163,483,393.73 and on December 31, 1960 it was \$320,903,966.85.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 1909, December 4, 1961

Summary of the Main Facts: The claimant, 69 years of age, filed an initial application for benefit at the office of the Unemployment Insurance Commission at Medicine Hat, Alta., on June 28, 1961, and was registered for employment as a sheet metal worker. He stated in the application that he had worked as a sheet metal worker for [the A Company], Redcliff, Alta., from 1948 to April 30, 1961, and that his reason for separation from this employment was "Retired due to old age."

On June 28, 1961, also, he made application to have his claim antedated to June 4, 1961, for the following reasons:

My insurance book was lost and I was told by the local office that I could not file a claim without my book. I contacted [the A Co.] and they said it was sent to the local office in the week of 4 June 1961. I went to [the A Co.] and they gave me a new book today. I came to the local office to file a claim in the week 4 June 1961, but when they did not have my book, I thought I would give them two weeks to locate it and when I called again yesterday and they still had not located it, I went to [the A Co.] and obtained this new one.

The local office commented that the claimant did not ask to file a claim on June 7, only for his book, which was not at the local office. "The L.O. was given to understand that the claimant was moving to Vancouver and wanted his book to take along with him."

In a report dated June 30, 1961, an employee of the Commission's local office at Medicine Hat stated:

Claimant came into the L.O. about Wed. 7 June, 1961, asked for his insurance book only—

did not register. The IBS happened to wait on him at the counter. He said the [A Co.] were supposed to have sent his insurance book in to our office. I checked the lodged book file but the book was not here. The claimant was informed of this but he didn't know when the factory was supposed to have sent it in.

So, I suggested to him that he contact the Personnel Mgr. and find out more about it. He then said he would as he was going out to Vancouver on Friday, as he was now retired and was going to Vancouver. It was then I asked him if it was his intention to file a claim. I explained also regarding necessity to be available for work and as he was leaving for Vancouver so soon, he would not be considered as available, but to be sure to pick up his book from the factory, keep it in his possession and turn it in to the local office when he got settled in Vancouver. This he agreed to and left the office.

Within the hour I had occasion to speak to [the personnel manager] on another matter, so I told him that [the claimant] was coming to pick up his book as he was leaving for Vancouver on Friday. (This conversation was confirmed by [the personnel manager] this morning.)

The local office employee went on to say in his report that the personnel manager had then drawn the claimant's card, which showed that the man's book had been sent to the local office on May 4 along with books for other separated employees. The report continued:

On Monday 26 June 1961, [the claimant] returned to the office, approached the counter where I was then waiting on a claimant and bluntly asked if I had located the book I was supposed to. I did not recognize his face but upon learning his name I recalled the circumstances of his previous visit and told him that I had understood he was moving to Vancouver to live. His reply was that he hadn't said any such thing, and anyway he was back now.

*These do not necessarily relate to the investigations conducted during this period.

I again checked the lodged book file, but still could not find the book. I told [the claimant] to report to the employment section to register, and file his claim and I would phone [the personnel manager] about the book. The claimant walked out of the office.

I immediately phoned [the personnel manager] and was then informed about the book having been sent in previously. [The personnel manager] also stated that [the claimant] never did report in to him to pick up or inquire about the book as he had been instructed to do.

There never was a question of a lost book or refusal to take a claim, but there is a question of claimant's availability for the antedate period.

The insurance officer did not allow the antedate of the claim because, in his opinion, the claimant had not established good cause for delay in making his claim (section 46(3) of the Act and Regulation 150).

The claimant appealed to a board of referees on July 31, 1961, and stated:

... I reported to the employment office on June 6th, and was told by the employment office I would have to have my book before my claim could be filed.

I checked with my former employer and they advised they had sent my book to the U.I.C. on May 4th. I waited for 2 weeks thinking the U.I.C. would call me in when they found my book.

When I reported again to the office, they still hadn't found my book, and I went back to my former employer, and obtained a duplicate book and returned it to the employment office and filed my claim.

With my book being in the U.I.C. office when I first reported, I feel it is their responsibility that my claim was not filed on June 6, 1961. . .

In a further communication dated August 29, 1961 addressed to the insurance officer at Lethbridge, Alta., in which he enclosed his "Bulk Contribution Certificate," the claimant stated:

... I am attaching copy of unemployment insurance statement from the [A— Co.], indicating the book was mailed on May 4th—therefore, I feel that my claim should be dated from 4 June 1961, as the book was in the employment office, when I was told by them that I had to have my book when I filed a claim.

It is my understanding that I did not have to have my book when I filed my claim, and that my claim should have been taken when I first reported. The fact that the employment office lost my book is no reason for not allowing my claim when I first reported. . .

The board of referees heard the case in Lethbridge, Alta., on September 1, 1961. The claimant was neither present nor represented at the hearing. The board, by a unanimous decision, dismissed the appeal and maintained the insurance officer's decision. The board's decision reads:

... We note that the claimant was employed by [the A— Co.] of Redcliff, Alberta, and has an employment history of thirteen years. As this Company has a Union-Shop Contract, [the claimant] must have been a member of the Union, but there is no reference that he made

an appeal to his Union either for information or the action of the Employment Office on his rights in this matter.

There is a statement by the insurance officer that [the claimant] was not in Medicine Hat, but in Vancouver, during that period. . .

Mr. Lewis E. Toole, International Representative, United Glass and Ceramic Workers of North America, of which union the claimant is a member, appealed to the Umpire on September 13. He said that he had interviewed the claimant and that it was apparent that "there has been a great deal of misunderstanding" by the claimant and "very little patience and misleading questions" by the Commission's employee who interviewed the claimant. Mr. Toole continued:

When [the claimant] went to the Unemployment Insurance Office in Medicine Hat, he went there with the purpose of applying for unemployment insurance. According to [the claimant], the insurance office checked to see if his insurance book had been filed. He was informed at that time that they did not have his book and that his claim would not be considered until they had received it. [The claimant] had been told by his employer that they had forwarded the book to the local insurance office.

The unemployment insurance office also informed [the claimant] that he was responsible for finding this book and due to the fact that he had been told by his employer that the insurance office had this book an argument took place and as a result, and the records show, [the claimant] did not register for unemployment insurance as he was of the opinion that it would do absolutely no good, until they received his book.

[The claimant], after having the dispute with the Unemployment Insurance Commission, was of the opinion that his book was actually lost. He did everything in his power to locate it and was not successful in doing so. Thinking that he could not apply for unemployment insurance until the book was located, he then proceeded to Vancouver for 2 weeks. . . .

Considerations and Conclusions: The pertinent portion of Regulation 150 reads:

(1) Where a claimant makes application to have his claim made effective for a period preceding the date on which he actually made his claim, the application may be approved from the date for which he proves that

- (a) he fulfilled in all respects the conditions of entitlement to benefit and was in a position to furnish proof thereof; and
- (b) throughout the whole period between such date and the date he actually made his claim he had good cause for delay in making such claim and furnishing such proof. . . .

One of the conditions referred to above that the claimant must fulfil to be entitled to benefit is that he must prove he was available for work "in respect of every day" for which he claims benefit (section 54(2) (a) of the Act).

In the present case, the record shows that at no time during the period of the requested antedate of the claim, viz., June

4 to June 24, 1961 inclusive, did the claimant register for employment at the local office. This he could have done and, in fact, should have done when he attended the local office on June 6 or 7 instead of refraining from doing so until he filed his claim on June 28, 1961, which, in itself, would have served as proof that he was genuinely interested in securing work. As I stated in decision CUB 1881 dated September 29, 1961, any person interested in work has the right to register for employment at a local office even though at the time he may not be eligible for benefit.

As the claimant has not shown, either by registering for employment at the local office or by some other means that he was interested in obtaining work during the period in question, he has not proved that he was available for work and therefore that he fulfilled in all respects the conditions of entitlement to benefit as required by Regulation 150.

For those reasons, I agree with the unanimous decision of the board of referees and I, therefore, dismiss the union's appeal.

Decision CUB 1916, December 4, 1961

Summary of the Main Facts: The claimant filed an initial application for benefit at the office of the Unemployment Insurance Commission in Sarnia, Ont., on February 24, 1961, and was registered for employment as an instrument maintenance mechanic.

He had worked as an instrument maintenance mechanic for [the E ... Company], of that city, from 1953 to February 23, 1961, when he was discharged because of a statement made at a company safety banquet. His rate of pay was \$2.73 an hour. The employer confirmed the reason for separation and the claim was allowed, as it was not considered that misconduct was involved.

On May 31, the claimant made the following statement:

On May 17, 1961, I commenced a sales promotion programme at [G—], London, Ont. This is a training programme which is intended as a help in a sales territory which is assigned to me as 75-mile radius of London. On Friday, June 2, 1961, if I meet the firm's requirements, I will then start selling on a commission basis. Since starting the course I have commuted daily. In this training period I receive no pay for attendance—this is to better equip me for the job of selling the product.

The insurance officer disqualified the claimant and suspended benefit from May 17, 1961, on the ground that the claimant had failed to prove he was available for work, as required by section 54(2)(a) of the Act. The claimant's non-availability for

work in this instance was based on the fact that "he was receiving training preparatory to becoming employed as a salesman."

The claimant appealed to a board of referees on June 9, 1961, and stated:

... I feel the judgment was quite unfair, in fact it tends to show discrimination against those that try to re-adjust themselves to another means of making a livelihood. In other words, I have been penalized for trying to disassociate myself with benefits.

The letter stated that "you are not available for work as you are training to become a salesman." Nothing could be further from the truth. In no way did I commit myself to attend this course, either in writing or verbal. A phone call to my home stating that a job opening had become available would have resulted in my being present for an interview in a very short period of time.

I commuted daily from Sarnia to London, the expenses being borne by myself with no guarantee that I would be reimbursed for these expenses, either on completion of the course or at a later date . . .

On June 13, the local office wrote to the claimant and asked if he had met the company requirements and completed the course. It also asked if, as of June 2, 1961, he was employed on a commission basis. The claimant replied on June 15:

To say that I have met company requirements and completed the course is a question that can only be answered at a future date. The company requires that we have the ability to sell, either through prior knowledge or through training. If I do not produce they will ask me to report back for further training and should I still fail to produce with this further training, the company will, in turn, ask for its equipment to be returned.

On June 5, at 7.30 p.m., I made a presentation at our local fire hall to make known the fact that I would be in the area selling Fire Detection Equipment and the type of equipment. I also gave this presentation to a second group of firemen on June 6 from 12.30 p.m. to 1.40 p.m.

On Tuesday, June 13th, I made my first official presentation to the public at 7.30 p.m. with the intent to sell. The intervening time, June 2, to this date, was spent in rehearsal and familiarizing myself with the equipment.

From the date of commencement of this sales training course to the present date I have not received any monies from the company I represent to compensate for any expenses entailed in this venture.

The insurance officer disqualified the claimant and suspended benefit from June 18, 1961, inasmuch as he was working as a commission salesman and had not proved that he was unemployed, as required by section 54(1) of the Act and Regulation 154. The insurance officer terminated the disqualification regarding non-availability for work (section 54(2)(a) of the Act) as of June 17, 1961.

The claimant was notified that both disqualifications would be considered by the board of referees.

The claimant attended the hearing of his case by a board of referees in London, Ont., on July 3, 1961. The board held: (a) in a majority decision that the claimant had not proved he was available for work from May 17, 1961, to June 17, 1961, and (b) in a unanimous decision that he had not proved he was unemployed on June 18, 1961, and subsequently.

The board's decision in regard to both these findings reads:

... According to his evidence, on 17th May, 1961, he commenced a sales promotion programme at [G—], London, Ontario. He stated that this is a training programme which is intended as a help in sales territory which is assigned to him as 75-mile radius of London. When he completes the training course it is his intention to start selling on a commission basis. During the training period he received no pay for attendance.

He stated that during the period 17th May, 1961, to 17th June, 1961, he had made written and personal applications to several prospective employers. He contends that he was earnestly seeking employment during the period in question. However, it is the opinion of the majority members that by commencing the training programme on 17th May, 1961, his intentions were to prepare himself for employment on a commission basis with [G—]. On completion of this course he made a presentation at a local Fire Hall in Sarnia, Ontario, to make the fact known that he would be in the area selling fire detection equipment and the type of equipment. He also gave this presentation to a second group of firemen on 6th June. On Tuesday, 13th June, he made his first official presentation to the public with the intent to sell.

Therefore, it is the opinion of the majority members that the evidence is conclusive that he was not available for work from 17th May to 17th June, 1961, for the reason that he was preparing himself to sell merchandise on a commission basis. He frankly stated that he could not be considered to be unemployed on 18th June, 1961, and subsequently.

The Employer Member is dissenting from Question No. 1 (Availability). The dissenting member of the board of referees stated:

... From verbal evidence given, he has made a tremendous effort to locate himself in the type of work with which he is familiar and also in other lines of work. He has visited both the Sarnia Office and London Office of the Unemployment Insurance Commission to check out positions available not only in this area but in any other part of the country where his services could be used.

After repeated attempts to locate employment since his discharge in February, he commenced a course along with others on 17th May 1961, to train himself, at his own expense, for a definite type of occupation. During this time he was available for work and even held interviews with representatives from Brantford to obtain employment. He also visited the Sarnia office during this time in an attempt to find suitable employment.

Since he received absolutely no monetary return and also continued to search for employment to suit his abilities, it is my belief he was available for employment.

The claimant appealed to the Umpire on July 20, 1961, and stated:

... I feel that the decision handed down by two of the three members of the Board of Referees, who conducted the hearing of my appeal at London on July 3, 1961, was quite unfair.

The period of time required to make myself available at the local office was at no time greater than 1½ hours. I commuted daily to London and in no way was I under contract to [G—] during this time nor did I receive any compensation for expenses incurred. During this period I was interviewed by the sales manager from [Z], Brantford and I also checked with the local unemployment office regarding employment.

Effective as of July 9, 1961, I declared myself available for employment at the local office as I am no longer connected with [G—].

I am making this appeal trusting that you will see fit after considering my case to declare me available for work during the period May 17 to June 17, 1961.

Considerations and Conclusions: The question at issue in the present case is whether the claimant has proved, as required by section 54(2)(a) of the Act that, during the period May 17 to June 17, 1961, inclusive, he was available for work notwithstanding his daily attendance at a course of training preparatory to becoming employed as a salesman.

The record shows that the claimant commenced that course about three months after he had become unemployed, with a view to re-establishing himself in the labour market. It reveals also that he commuted daily from Sarnia to London, a distance of approximately 60 miles, that he had not committed himself to attend the course and, in his absence, a telephone call to his home stating that a job opening was available would have resulted in his being present at the Sarnia local office for an interview in not more than 75 minutes.

The record discloses further that he did not receive any compensation for his expenses and that in addition to having registered for employment at the Sarnia local office, he made sustained personal efforts to obtain work both before and after commencing the course in question.

Based on that evidence, which has in no way been contradicted, the dissenting member of the board of referees reached the conclusion, and I agree, that the claimant had proved that he was available for work during the period under review.

I consequently decide to allow the claimant's appeal.

Monthly Report on Operations of the National Employment Service

Number of vacancies notified to NES offices during January higher than during any January since 1947, and number of placements effected highest January total since 1945, statistics* show. Vacancies up 23.3 per cent over year earlier

During January, some 93,300 vacancies were notified by employers to local offices of the National Employment Service. This was an increase of approximately 23.3 per cent over the vacancies notified during the same month in 1961.

The number of vacancies notified during January 1962 was higher than during any previous January since 1947.

Vacancies for men, at 57,300, increased by 21.4 per cent; vacancies for women, at 36,000, by 26.6 per cent.

Placements effected during the month amounted to some 76,500, of which 49,600 were men and 26,900 women. The total was 20.8 per cent higher than that during January 1961.

Placements of men recorded an increase of 18.6 per cent and of women, of 25.0 per cent.

This was the highest number of placements made in any January since 1945.

All regions shared in the increased placement activity, except the Atlantic Region. Regional percentage changes from 1961 were as follows:

Atlantic, -12.5

Quebec, +14.4

Ontario, +47.4

Prairie, +14.2

Pacific, +11.2

The year-to-year decrease in the Atlantic Region was primarily the result of an unusually high number of placements in January 1961. The Ontario Region continued to follow its pattern of exceptionally high placement increases over last year.

Included among the total placements in January were slightly fewer than 5,000 that required the movement of workers between local office areas.

Total registrations for employment received during January were 6.1 per cent higher than during the corresponding month in 1961. Male registrations increased by 5.5 per cent and female registration by 8.0 per cent.

January increases in vacancies notified and placements effected reflect the general pattern of increased employment activity in the local offices of the National Employment Service, a pattern firmly established during the course of 1961. Local office activity, in turn, reflects the general improvement in hiring patterns in the economy.

Report of Board

(Continued from page 343)

except that employees hired since July 7, 1961 will receive a *pro-rata* lesser amount.

6. Work-direction duties pay of technicians shall be increased, as agreed upon, from 16¢ to 19¢.

7. The health and safety clause shall be amended as set forth in the Company proposal in the Company's brief.

8. All matters agreed to, prior to and during these proceedings, are hereby confirmed.

Signed at Toronto this 9th day of December, 1961:

For the Union

Thomas L. Towler

N. Reimer

Charles E. Pratt

Donald J. Worsley

K. A. Romanishen

Gordon Tully

For the Company

W. A. Atherton

J. A. Fox

G. W. Ames

T. J. Masters

D. G. Anderson

E. A. Crockett

D. W. Hunt

For the Conciliation Board

J. C. Anderson

M. O'Brien.

*See Tables D-1 to D-5 at back of book.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during January

Works of Construction, Remodelling, Repair or Demolition

During January the Department of Labour prepared 226 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 163 contracts in these categories was awarded. Particulars of these contracts appear below. In addition 158 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and Departments of Defence Production, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in January for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	142	\$1,037,260.00
Post Office	22	403,825.30
Royal Canadian Mounted Police	17	96,177.00
Transport	1	12,000.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate, but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during January

During January the sum of \$14,355.63 was collected from 14 contractors for wage arrears due their employees as a result of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 200 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during January

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Fredericton N B: Lord & Burnham Co Ltd, supply & erection of five greenhouses, Research Station. *L'Assomption Que:* Gilbert Kay, renovations to electrical distribution system, Research Station. *Brandon Man:* Central Construction Co Ltd, construction of calf feeding pole barn, extension to beef pole barn & construction of implement shed foundation & floor, Experimental Farm. *Deloraine Man:* Beattie Ramsay Construction Co Ltd, construction of Deloraine Dam. *Near Elie Man:* Richard Desilets, construction of concrete pier & stop-log structure, LaSalle River.

Atomic Energy of Canada Limited

Whiteshell Man: McAllister Contracting Co Ltd, construction of active area shop bldg, NRE; Baldry Engineering & Construction Co Ltd, construction of concrete test piles, NRE; McAllister Contracting Co Ltd, construction of camp bldgs, Stage 1, NRE; Louis Ducharme & Associates Ltd, construction of medical bldg, NRE; Borger Bros Ltd, construction of storm drains, Stage 2 & fire & water mains, Stage 1, NRE.

Central Mortgage and Housing Corporation

Vancouver B C: Commonwealth Construction Co Ltd, construction of 160 housing units (FP 3/58).

In addition, the Corporation awarded four contracts containing the General Fair Wages Clause.

Department of Citizenship and Immigration

Golden Lake Indian Agency Ont: John J Levair, construction of washroom facilities, Golden Lake day school. *The Pas Indian Agency Man:* J Schettler Electric Ltd, installation of electrical wiring & diesel electric power plant, Nelson House IDS. *Meadow Lake Indian Agency Sask:* Gall's Lumber Yard, construction of one classroom & two-bedroom staff unit, Mudie Lake, IDS. *Vancouver Indian Agency B C:* Routledge Gravel Ltd, road paving at Mission IR No 1 & Capilano IR No 5; Ocean Park Plumbing & Heating Ltd, repairs & improvements, Sechelt IRS. *Yukon Indian Agency Y T:* Gordon Latham Ltd, heating improvements, Lower Post IRS.

Defence Construction (1951) Limited

Debert N S: McDonald Construction Co Ltd, conversion of hangar No 3 into medical supply depot. *Halifax N S:* Bedard-Girard Ltd, installation of fire alarm system, HMCS *Stadacona.* *Bagotville Que:* Ludger Harvey & Fils Ltee, construction of liquid & gaseous

oxygen bldg, RCAF Station. *Val d'Or Que*: Paquin Construction Co Ltd, construction of liquid oxygen bldg, RCAF Station. *Barriefield Ont*: Power Line Construction Ltd, renovation of electrical distribution system, Camp. *Camp Borden Ont*: Ellis-Don Ltd, construction of PT bldg, RCAF Station. *North Bay Ont*: Hill-Clark-Francis Ltd, construction of liquid & gaseous oxygen storage bldg, RCAF Station. *Trenton Ont*: Joice-Sweanor Electric Ltd, construction of aerodrome lighting facilities, RCAF Station. *Uplands Ont*: M J Lafortune Construction Ltd, construction of liquid & gaseous storage bldg, RCAF Station. *Ralston Alta*: Harmony Decorating Ltd, interior painting of 40 houses, DRB. *Chilliwack B C*: Continental Painters & Decorators Ltd, interior painting of five PMQs & four bldgs. *Various locations*: Eight contracts in the restricted category.

Building and Maintenance

Greenwood N S: Cara Development Corporation Ltd, construction of GCA bldg. *Chatham N B*: Cara Development Corporation Ltd, interior painting of 70 PMQs, RCAF Station. *St Hubert Que*: The Tower Co (1961) Ltd, construction of GCA bldg with stand-by room, RCAF Station. *Valcartier Que*: Planned Renovators Ltd, interior painting of 127 PMQs, Camp. *Barriefield Ont*: Eastern Ontario Terrazzo & Tile Co, ceramic & quarry tiling, Bldg B-4. *Camp Borden Ont*: Joseph Downey & Son, interior painting of 23 bldgs. *Centralia Ont*: Karl Dudek, interior painting of 91 PMQs, RCAF Station. *Kingston Ont*: Eastern Ontario Terrazzo & Tile Co, renovating washrooms, Bldg B1, Vimy Barracks. *Petawawa Ont*: Walker Painting & Decorating Co Ltd, interior painting of six bldgs, Camp. *Uplands Ont*: Wm D'Aoust Construction Ltd, construction of GCA bldg, RCAF Station. *Portage la Prairie Man*: McRorie Builders Ltd, construction GCA bldg, RCAF Station. *Calgary Alta*: Homme Decorating Co Ltd, interior painting of 82 PMQs. *Edmonton Alta*: B & E Painting & Decorating Ltd, interior painting of 286 PMQs, Griesbach Barracks. *Lethbridge Alta*: Bird Construction Co Ltd, addition to officers' & sergeants' messes.

In addition, Defence Construction (1951) Ltd awarded five contracts containing the General Fair Wages Clause.

Department of Defence Production

Charlottetown P E I: D E MacLean, road repairs, HMCS *Queen Charlotte*. *Halifax N S*: A B C Construction Ltd, additions to fire hall, Bldg S-43, HMCS *Stadacona*; Banfield & Miles, interior painting of Bldg S-32, Joint Maritime Warfare School, HMCS *Stadacona*; Webb Engineering Ltd, supply & installation of three hot water storage tanks, HMCS *Stadacona*. *Shearwater N S*: John E Mahar & Son Co Ltd, rewiring of electrical power & lighting systems, Hangar No 4, RCN Air Station; Rusco Windows-Doors (NS), supply & installation of steel windows & sash at No 6 Hangar, HMCS *Shearwater*. *Chatham N B*: Byrne H MacDonald, supply & installation of fire stops in eaves spaces in PMQs, RCAF Station. *St Hubert Que*: Excelsior Plumbing & Heating Reg'd, repairs to washroom piping, Bldgs Nos 60, 65 & 66, RCAF Station; Provincial Flooring Co, installation of floor tiles, RCAF Station. *Downsview Ont*: Greenspoon Bros Ltd, dismantling of certain bldgs, RCAF Station; Lundy Fence Co Ltd, fencing at Stanley Greene Park, RCAF Station. *Foymount Ont*: Walter Mansveld, interior painting of PMQs, RCAF Station. *Hagersville Ont*: Cardinal Painting & Decorating Co Ltd, painting interior of various bldgs, Military Camp. *Ippewash Ont*: C A McDowell Ltd, interior painting of various bldgs, Military Camp. *Kingston Ont*: Joice-Sweanor Electric Ltd, electrical work at Royal Canadian School of Signals; Kingston Roofing & Flooring Co Ltd, replacing underlay & floor tiles. *London Ont*: Totem Construction Co Ltd, general maintenance & alterations to house on Training Area, Huron & Highbury Aves. *Peterborough Ont*: Bert Dack, repainting various rooms, Armoury; Peterborough Floor Coverings & Glass Ltd, sanding & recovering floors, Armoury. *Rockcliffe Ont*: James Stradwick Tile & Flooring Ltd, installation of ceramic tiles, RCAF Station. *Windsor Ont*: Cardinal Painting & Decorating Co Ltd, application of interior fire retardant coating at 437 Erie St East. *Fort Churchill Man*: Wrights Decorating Ltd, interior painting of barrack blocks. *Shilo Man*: Frank E Simmons Ltd, replacement of three hot water boilers, Military Camp. *Edmonton Alta*: Norseman Construction Co, replacement of skirting boards & installation of metal flashing, Prince of Wales Armouries. *Various locations in Alberta*: Great West Brick & Tile Ltd, construction of fallout shelters in basements. *Esquimalt B C*: Peterson Electrical Construction Co Ltd, installation of direct current shore power supply, "C" jetty, HMC Dockyard.

In addition, this Department awarded 90 contracts containing the General Fair Wages Clause.

National Harbours Board

Montreal Que: Dufresne Engineering Co Ltd, construction of east overpass, Section 2, Champlain Bridge.

Department of Northern Affairs and National Resources

Louisbourg N S: Dominion Bridge Co Ltd, construction of elevated water tank & tower at Fortress; Stephens Construction Ltd, construction of 10 houses. *Rae N W T:* Alberta Trailer Co (1961) Ltd, supply & site installation of one mobile three-bedroom house & one classroom addition.

Department of Public Works

Charlottetown P E I: Johnston's Sheet Metal Workers, ventilation of rifle & revolver range, RCMP garage bldg. *Pictou N S:* R A Douglas Ltd, quay wall approach repairs. *River Hebert N S:* K P Allen Ltd, construction of post office bldg. *Sydney N S:* Highland Painting Contractors Ltd, interior painting of federal bldg. *Fredericton N B:* Vipond Automatic Sprinkler Co Ltd, installation of sprinkler system, RCMP "J" Division, HQ Bldg. *Abitibi Agency Que:* Roger & Philippe Bergeron Ltee, construction of school & staff residence, Obidjiwan. *Blackpool (Lacolle) Que:* Byers Construction Co Ltd, installation of public toilets. *Cap de la Madeleine (Ste Marthe) Que:* Turnbull Construction Inc, construction of retaining wall. *Champlain Que:* Turnbull Construction Inc, construction of retaining wall. *Desbiens Que:* Alfredo Lapointe & Raymond Lebel, construction of landing. *Freelighsburg Que:* Yamaska Construction Inc, construction of post office bldg. *Lac Megantic Que:* Edouard Grenier, construction of RCMP detachment quarters bldg. *Langevin Que:* Omer Pare, construction of post office bldg. *Masson Que:* W D Laflamme, wharf raising. *Matane Que:* Jean-Louis & Damase Gauthier Ltee, alterations to UIC Bldg. *Notre-Dame du Nord Que:* Gerard Leblanc, construction of protection works. *Quebec Que:* Charles Trudel Enr, removal of snow, federal bldgs. *Rimouski Que:* Damase & Jean-Louis Gauthier, construction of RCMP detachment quarters; Fernando Belanger, post office alterations. *Rock Island Que:* J A Verret Ltee, construction of Customs & Immigration Bldgs (bus terminal & examining warehouse). *St Hyacinthe Que:* L Gordon Tarlton Ltd, construction of federal bldg. *Ste Petronille I O Que:* Les Entreprises Cap Diamant Ltee, construction of protection wall. *St Sauveur des Monts Que:* Pierre Travailland, construction of post office bldg. *Sept Iles Que:* North Shore Construction Co Ltd, construction of concrete & stone wall. *Thurso Que:* W D Laflamme Ltd, improvements & raising of wharf. *Val David Que:* L & P Potvin & Cie, construction of post office bldg. *Val d'Or Que:* Jolicoeur & Ste Croix, general alterations, federal bldg. *Verdun (Montreal) Que:* Leonard J Weber Construction Co, construction of UIC Western Bldg. *Weedon Que:* Marquis & Freres, construction of post office bldg. *Azilda Ont:* New Style Construction Co, construction of post office bldg. *Belleville Ont:* Miron-Lassing & Associates Ltd, canteen installation, federal bldg. *Drumbo Ont:* L Riehl & Son, construction of post office bldg. *Fort Frances Ont:* Silver & Kircher Ltd, construction of RCMP detachment quarters. *Hamilton Ont:* G W King of Canada Ltd, installation of mail handling trolley conveyor, chute & glaciis, Postal Station "A". *Midland Ont:* Stellmar Contracting Co Ltd, construction of floats. *Ottawa Ont:* M J Lafortune Construction Ltd, alterations to Kaladar Bldg, Kaladar Ave; J R Statham Construction Ltd, alterations to Militia Stores Bldg, Cartier Square; Beaudoin Construction Ltd, alterations to Surveys & Mapping Bldg, 615 Booth St; A Lanctot Construction Co Ltd, installation of steel & asbestos partitioning & related work, Administration Bldg, 588 Booth St; Simco Construction, alterations to Old Printing Bureau Bldg, 75 St Patrick St; Elihu Edelson Ltd, installation of heating & ventilating units, Vimy Bldg, Sparks St; Greenspoon Bros Ltd, demolition of Elgin Bldg, Elgin Annex & Elgin Cottage; Able Construction Co, alterations to Geodetic Survey Bldg, CEF; Landino Zuccarini, interior alterations, No 8 Temporary Bldg, Carling Ave; Taggart Construction Ltd, drainage improvements, Black Rapids Creek. *Pefferlaw River Ont:* Simcoe Dock & Dredging Ltd, repairs to training wall. *Plattsville Ont:* L Riehl & Son, construction of post office bldg. *Port Arthur-Fort William Ont:* Brayshaws Steel Ltd, harbour improvements (Stage 9). *Port Credit Ont:* C A Pitts General Contractor Ltd, harbour improvements. *Sioux Lookout Indian Agency Ont:* Surety Construction Co Ltd, construction of schools, bungalow & powerhouse, Sandy Lake. *Squaw Bay Ont:* Claydon Co Ltd, wharf repairs. *Toronto Ont:* Gordon A MacEachern Ltd, cleaning interior, etc, MacKenzie Bldg; Taymouth Industries Ltd, erection of movable metal partitions, Arthur Meighen Bldg; K Rustscheff, alterations to RCMP quarters, 3 Sullivan St; Taymouth Industries Ltd, alterations for Royal Commission on Banking, Arthur Meighen Bldg, 21 St Clair St W. *Island Lake Agency Man:* Gertz Construction

Ltd, construction of school & staff residence, Oxford House. *Riverton Man*: A K Penner & Sons Ltd, construction of post office bldg. *Winnipeg Man*: B F Klassen Construction Ltd, alterations for segregator, general post office bldg. *Big Beaver Sask*: Inland Construction Ltd, construction of staff residence. *Leader Sask*: Johnson Construction Co Ltd, construction of RCMP detachment quarters. *Nipawin Sask*: Shoquist Construction Ltd, alterations & addition to federal bldg. *Rosthern Sask*: Rosthern Consumers Co-Op Association Ltd, alterations to federal bldg. *Barons Alta*: Bird Construction Co Ltd, construction of post office bldg. *Calgary Alta*: Wilkinson Electric Ltd, electrical additions & alterations to Northern Electric Bldg. *Chase B C*: Max & Helm, construction of RCMP detachment quarters. *Clinton B C*: Baker & Kellow, construction of post office bldg. *Port Hardy B C*: Walter Cabott Construction Ltd, construction of seismograph vault & road work. *Prince Rupert B C*: Commonwealth Construction Co Ltd, construction of federal bldg; Saanich Plumbing & Heating Ltd, boiler & incinerator replacement, Miller Bay Indian Hospital. *Vancouver B C*: Burns & Dutton Concrete & Construction Co Ltd, construction of Postal Station "C" & UIC bldg. *Yellowknife N W T*: Giant Yellowknife Mines Ltd, grading & culverts, Giant Mines Road.

In addition, this Department awarded 58 contracts containing the General Fair Wages Clause.

The St. Lawrence Seaway Authority

St Catharines Ont: Ruliff Grass Construction Co Ltd, reconditioning of rotating bollards, Welland Canal; Ruliff Grass Construction Co Ltd, reconditioning of balance chains on bridges 13, 14, 16 & 18, Welland Canal; Moir Construction Co Ltd, supply & installation of permanent anchorages for mitre gate holding struts, Welland Canal.

Department of Transport

Halifax N S: Waverley Construction Co Ltd, paving of service road, etc, International Airport. *Bicquette Island Que*: Construction V Doucet Enr, construction of dwelling. *Mont Joli Que*: Nordbec Construction Inc, construction of remote receiver bldg & related work. *Pointe Des Monts Que*: Aurele Tremblay, construction of dwelling & fog alarm & radar beacon bldg. *Healey Falls Ont*: Ruliff Grass Construction Co Ltd, reconstruction of intermediate valve wells at Locks 16 & 17, Trent Canal. *Near Kingston Ont*: Fort Construction & Equipment Ltd, dredging, Cataraqui River. *Red Lake Ont*: Wm Shewchuk Construction, construction of air terminal bldg, Airport. *Winnipeg Man*: Steel Structures (Western) Ltd, construction of maintenance garage & trades workshop & related work. *Regina Sask*: Trail Plumbing & Heating Saskatchewan Ltd, revisions to heating system & central heating plant, Air Terminal Bldg, Airport.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

Under the title "Research Frontiers Today in Industrial Relations," the 14th annual conference of the McGill Industrial Relations Centre, being held on April 26 and 27, will draw attention to the influence of the social sciences of anthropology, psychology and sociology, as well as economics, on personnel and industrial relations practices.

The following will present papers: Dr. George V. Haythorne, Deputy Minister of Labour, Ottawa; Dr. Victor Vroom, Assistant Professor, Department of Psychology, University of Pennsylvania; Dr. Charles Myers, Director, Industrial Relations Section, Massachusetts Institute of Technology, and President, Industrial Relations Research Association (dinner speaker); Dr. Leonard Sayles, Professor of Business, Columbia University Graduate School of Business; and Dr. Sar Levitan, Economic Adviser, U.S. Department of Commerce, and Lecturer, Johns Hopkins University.

The first four speakers will deal with personnel and industrial relations research from the standpoint of government, of the psychologist, the economist, and the sociologist and anthropologist. Dr. Levitan will discuss the other papers and consider the problems from his own standpoint as an observer in Washington.

PRICES AND THE COST OF LIVING

Consumer Price Index, February 1962

Between January and February 1962, the consumer price index (1949=100) edged up from 129.7 to 129.8, a rise of 0.1 per cent. For February 1961 the index was 128.9.*

Increases occurred in the food, clothing, transportation, health and personal care, and recreation and reading indexes. The tobacco and alcohol index decreased, the housing index was unchanged.

The food index increased 0.2 per cent from 124.8 to 125.0 as sharply higher prices were reported for a number of fresh vegetables, mainly imported, including carrots, cabbage, lettuce and onions. Prices were also higher for bread, eggs, oranges, coffee, tea, veal, turkey and powdered skim milk. Prices were lower for beef, pork, chicken, frozen orange juice, fresh tomatoes and fats.

The housing index was unchanged at 134.0. With the shelter component unchanged from January, a slight decline in household operation was not sufficient to move the index. In shelter, both rents and home-ownership were unchanged. In household operation, sale prices for furniture, floor coverings, and utensils and equipment offset price increases in fuel and lighting.

The clothing index increased 0.2 per cent from 111.6 to 111.8 as a number of items of men's, women's and children's wear, and piece goods moved up from January sales levels; other items in these groups reflected continuing mid-winter sales. Shoe prices rose slightly.

The transportation index increased 0.1 per cent from 140.6 to 140.7 as all three component indexes moved higher. The automobile operation index rose as a result of higher gasoline prices, the local transportation index increased because of higher taxi fares and increases in inter-urban bus fares moved the travel index.

The health and personal care index rose 0.3 per cent from 156.8 to 157.2 owing to higher doctors' fees in the health care index, which more than balanced lower prices for pharmaceuticals, including prescriptions. The personal care index was unchanged; lower prices for supplies, including toothpaste, toothbrushes and face cream, balanced increases for men's haircuts.

The recreation and reading index was up 0.1 per cent from 146.6 to 146.7. The recreation component was unchanged but the reading component rose as a result of higher newspaper prices.

The tobacco and alcohol index declined 0.1 per cent, from 117.3 to 117.2, with lower cigarette prices in the tobacco index offsetting slightly higher prices for alcoholic beverages resulting from tax changes in Saskatchewan.

In February 1962 group indexes were: food 124.0, housing 133.1, clothing 111.5, transportation 141.1, health and personal care 154.6, recreation and reading 146.7, and tobacco and alcohol 115.7.

City Consumer Price Indexes, January 1962

Consumer price indexes (1949=100) declined in seven of ten regional cities between the beginning of December 1961 and January 1962, were unchanged in two cities and increased 0.3 per cent in Saskatoon-Regina.* Decreases ranged from 0.1 per cent in both St. John's and Edmonton-Calgary to 0.5 per cent in Montreal and Ottawa.

Food indexes decreased in six cities, increased in one and were unchanged in the remaining three. Shelter indexes were up in two cities, down in two and unchanged in six cities. Clothing indexes declined in eight regional cities, increased in one and remained unchanged in the remaining city. Household operation indexes increased in six cities, decreased in three and remained unchanged in the other city. Other commodities and services indexes declined in four cities, increased in two and were unchanged in four.

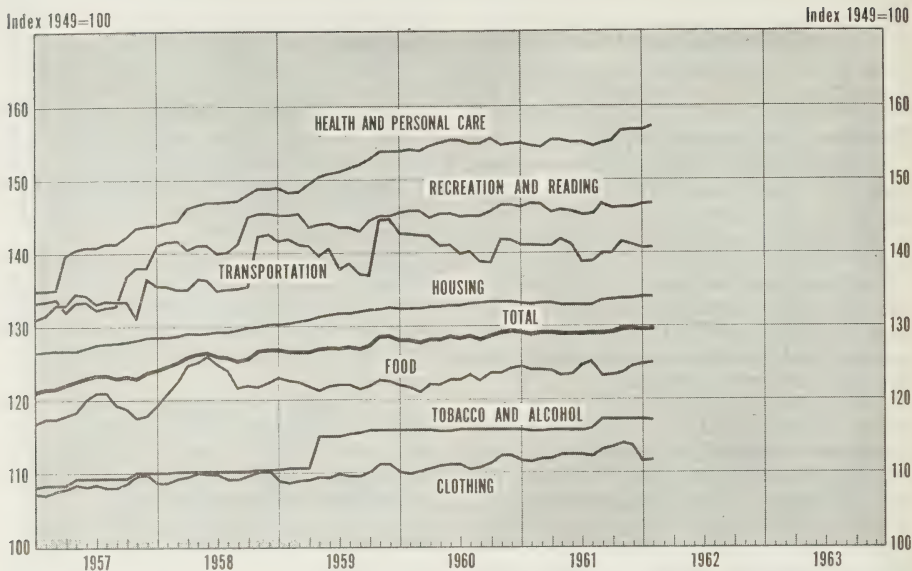
Regional consumer price index point changes between December and January were as follows: Montreal -0.7 to 130.2; Ottawa -0.7 to 130.9; Toronto -0.3 to 131.6; Halifax -0.2 to 129.3; Saint John -0.2 to 130.5; St. John's -0.1 to 116.4†; Edmonton-Calgary -0.1 to 125.7; Saskatoon-Regina +0.4 to 126.5. Winnipeg and Vancouver remained unchanged at 128.9 and 130.1 respectively.

*See Table F-2 at back of book.

†On base June 1951=100.

*See Table F-1 at back of book.

CONSUMER PRICE INDEX



Wholesale Price Index, January 1962

Canada's general wholesale price index (1935-39=100) rose 0.2 per cent in January, from 236.5 to 237.0, which was 2.5 per cent above last year's January index of 231.3.

Seven of the eight major group indexes were higher in January than in the preceding month.

The vegetable products group index increased 0.8 per cent to 209.6 from 208.0 in December. Gains of 0.2 per cent or less were registered by six groups: wood products, which rose to 309.9 from 309.4 in December; non-ferrous metal products, to 188.4 from 188.1; non-metallic mineral products, to 187.0 from 186.7; animal products, to 257.5 from 257.2; textile products, to 237.2 from 237.1; and iron products, to 257.6 from 257.5.

The chemical products group index was unchanged at 190.2.

The index of Canadian farm product prices at terminal markets (1935-39=100) declined 0.9 per cent in the four-week period ended January 26, dropping from 218.6 to 216.6.

The animal products index fell 1.4 per cent from 276.5 to 272.7. Prices were lower for calves and steers, for hogs in the East and for eggs and wool in the West, but

were higher for hogs in the West and poultry in the East.

The field products index dropped 0.2 per cent to 160.5 from 160.8. Prices were lower for peas, barley and potatoes in the East and for rye and flax in the West; they were higher for corn in the East and potatoes and hay in the West.

U.S. Consumer Price Index, January 1962

The United States consumer price index (1947-49=100) was unchanged between mid-December and mid-January at 128.2, which is 0.7 per cent higher than the index a year earlier, 127.4. On the new base, 1957-59=100, the index for January 1962 is 104.5. This is the first month that the index has been issued on the new base.

The index reached a record high of 128.4 in mid-October 1961.

British Index of Retail Prices, December 1961

The British index of retail prices (Jan. 17, 1956=100) rose to a new record between mid-November and mid-December, increasing from 116.9 to 117.1. The food, fuel and light, and transport and vehicles group indexes all rose slightly; there was little change in the remaining seven group indexes.

In December 1960 the index was 112.2.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 161

Aged

1. ANDERSON, ODIN WALDEMAR. *Health Care for the Aged in the State of Washington*, by Odin W. Anderson and William T. Reich. New York, Health Information Foundation, 1961. Pp. 19.

2. MORRIS, JAMES RUSSELL. *Employment Opportunities in Later Years*. Burlingame, Calif., Foundation for Voluntary Welfare, 1960. Pp. 125.

Contents: The Aging Population. Hiring Practices and the Older Worker. The Age Barriers in hiring. Retirement of Older Workers. Other Opportunities and Solutions.

3. NATIONAL OLD PEOPLE'S WELFARE COUNCIL. *Age is Opportunity; a Handbook of Historical and Social Development concerning the Care of the Elderly in the United Kingdom, with Information about Practical Schemes and with Some Reference to Developments Overseas*. Rev. ed. London, National Council of Social Service, 1961. Pp. 203.

4. U.S. OFFICE OF EDUCATION. *Adventures in Learning; Frontiers past Sixty in Hamilton, Ohio, a Study of Hamilton's Center for Older People*, by Milton C. Cummings in collaboration with Muriel M. Allen and Karl Hess. Washington, GPO, 1961. Pp. 32.

Tells about a center for older people and the program involving recreation, learning and community service which has been developed for the older people.

Business

5. HILTON, PETER. *New Product Introduction for Small Business Owners*. [2d ed] Washington, GPO, 1961. Pp. 69.

This booklet helps owners of small business to understand what is involved in putting a new or improved product on the market.

6. STREEVER, DONALD COURTNEY. *Capacity Utilization and Business Investment*. Urbana, University of Illinois, 1960. Pp. 76.

"The present study is concerned with the hypothesis that the utilization of capacity is a determinant of investment."

Industrial Relations

7. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Industrial Relations in the Next Generation*, by Solomon B. Levine and Bernard Karsh, Urbana, 1961. Pp. 18-29.

A prediction of what industrial relations will be like in the next two or three decades as a result of technological developments and an increasing "white collar" labour force.

8. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Union-Management Relations Research*, by Milton Derber and others. With comment by Melville Dalton. Urbana, 1961. Pp. [446]-456.

Contains comments on the book, *The Local Union-Management Relationship*, by Milton Derber, W. Ellison Chalmers, and Ross Stagner, published in 1960.

9. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *The Workers' Councils in Poland*, by Adolf Sturmthal. Urbana, 1961. Pp. [379]-396.

Describes the development and subsequent decline of works councils in Poland after World War II.

10. SHISTER, JOSEPH. *Some Trends in Collective Bargaining*. Buffalo, Dept. of Industrial Relations, University of Buffalo, 1960. Pp. 18. Reprinted from the Proceedings of the New York University 13th Annual Conference on Labor, 1960.

11. TROTTA, MAURICE S. *Labor Arbitration; Principles, Practices, Issues*. New York, Simmons-Boardman Pub. Corp., 1961. Pp. 438.

Gives the historical background of arbitration and sets forth the basic principles and procedures in labour arbitration. Also presents the main issues most frequently submitted to arbitration. These issues include auxiliary pay practices, discipline and discharge, hours of work, job evaluation and classification, management prerogatives, overtime pay, seniority, union security and recognition, working conditions.

Labour Organization

12. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Labour Organizations in Canada*, 1961. 50th ed. Ottawa, Queen's Printer, 1961. Pp. 94.

13. CANADIAN BROTHERHOOD OF RAILWAY, TRANSPORT AND GENERAL WORKERS. *It was Never Easy, 1908-1958; a History of the Canadian Brotherhood of Railway, Transport and General Workers*. Original manuscript and research by W. E. Greening. Additional research and final text, by M. M. Maclean. Ottawa, Printed by Mutual Press Ltd., 1961. Pp. 414.

14. RIDDELL, JOHN. *Free Trade Unions in the Fight for African Freedom*. Brussels, Published jointly by the International Confederation of Free Trade Unions and its African Regional Organisation, 1961. Pp. 64.

Labour Supply

15. DYMOND, WILLIAM RICHARD. *Technological Changes and Their Impact on Employment, Occupations and Industrial Relations. An address to the McGill Industrial Relations Conference, June 6, 1961*. [Ottawa? Dept. of Labour, Economics and Research Branch ? 1961] Pp. 25.

16. HENDERSON, JOHN PATRICK. *Changes in the Industrial Distribution of Employment, 1919-59*. Urbana, University of Illinois, 1961. Pp. 104.

A study of industrial distribution of employment based on the annual series of the U.S. Bureau of Labor Statistics for non-agricultural employment, supplemented by estimates made from other government sources.

17. KAUFMAN, JACOB JOSEPH. *Chronic Unemployment in Pennsylvania* by Jacob J. Kaufman and Helmut J. Goltz. University Park, Penn., Pennsylvania State University, Bureau of Business Research, 1960. Pp. 115.

This report is based on a study of 12 areas suffering from persistent unemployment for many years. The authors examine the following: extent and causes of chronic unemployment; State industrial development activities; industrial location in Pennsylvania; community facilities for industrial development; the extent of federal aid in alleviating chronic unemployment; unemployment compensation; and training and retraining of unemployed workers. Some recommendations are made to help solve these problems.

18. MAUNDER, W. F. *Employment in an Underdeveloped Area; a Sample Survey of Kingston, Jamaica*. New Haven, Yale University Press, 1960. Pp. 215.

The Institute of Social and Economic Research of University College of the West Indies, Jamaica, in conjunction with Central Bureau of Statistics of Jamaica, carried out a survey of employment on the island of Jamaica under the direction of the author.

19. MELTZ, NOAH, M. *Factors determining Occupational Trends in the Canadian Economy. Presented to the Canadian Political Science Association, Thirty-third Annual Meeting, the University of Montreal, June 8, 9 and 10, 1961*. Ottawa, Department of Labour, Economics and Research Branch, 1961. Pp. 16. Appendix: Charts and Tables. Pp. [18].

This paper is part of the research program of the Economics and Research Branch, Department of Labour, into changing occupational requirements in Canada. "The purpose of this paper is to explain why the various occupation groups which can be identified in the Canadian economy have experienced different patterns of growth or decline in their share of the labour force."

20. PAYNE, GEORGE LOUIS. *Britain's Scientific and Technological Manpower*. Prepared for the President's Committee on Scientists and Engineers. Stanford, Calif., Stanford University Press, 1960. Pp. 466.

"This report presents a general review of Britain's scientific and engineering manpower—its postwar strengths and deficiencies, the present supply, the expected future demand, and the steps being taken or planned to meet this demand, including data from the latest manpower survey of 1959, and 1962 and 1966 projections of need.

21. U.S. BUREAU OF EMPLOYMENT SECURITY. *Handbook on Estimating Population of Labor Market Areas*. Washington, GPO, 1961. Pp. 50.

This handbook "provides a procedure for estimating (a) total population, and (b) population 14 years of age and over by county, labour market area, or State subdivisions, such as cities or towns." A specific county, Madison County, Illinois, is used to illustrate the various steps of the procedure.

Labouring Classes

22. BELING, WILLARD A. *Pan-Arabism and Labor*. Cambridge, Distributed for the Center for Middle Eastern Studies of Harvard University by Harvard University Press, 1960. Pp. 127.

An examination of trade unions from Morocco to the Persian Gulf and of the International Confederation of Arab Trade Unions.

23. BUTLER, ARTHUR D. *Labor Economics and Institutions*. New York, Macmillan, 1961. Pp. 595.

Labour economics is considered under five headings: 1. unions and the labor force; 2. collective bargaining; 3. wages; 4. unemployment and economic insecurity; and 5. the major trends. This book is intended as a college textbook.

24. COMMITTEE FOR ECONOMIC DEVELOPMENT. *The Public Interest in National Labor Policy, by an Independent Study Group*. New York, 1961. Pp. 158.

Clark Kerr, chairman of Labor Study Group which prepared this report.

A Labor Study Group was set up in May 1959 by the Board of Trustees of the Committee for Economic Development to examine and make recommendations on a national labour policy. The Study Group was made up of a university president who is a specialist in industrial relations, seven professors whose subject field is economics, industrial relations, or government, and a lawyer who is a professional arbitrator. The report is concerned with industrial relations with particular emphasis on collective bargaining.

25. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Comparative Factorial Analysis of Job Semantic Structures of Managers and Workers*, by Harry C. Triandis. Urbana, 1961. Pp. 297-302.

A number of managers and workers were surveyed and asked about their present job, their previous job, and a job they would like to have, etc., and an analysis was made of the answers.

26. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *A Discography of American Coal Miners' Songs*, by Archie Green. Urbana, 1961. Pp. [101]-115.

A list of phonograph records of coal miners' songs and a short note on the subject of miners' songs.

27. LENS, SIDNEY. *Working Men: the Story of Labor. Illustrated by David Collier*. New York, Putnam, c1960. Pp. 191.

A short history of the American labour movement written for young people.

Management

28. AMERICAN MANAGEMENT ASSOCIATION. *Shaping a New Concept of Administrative Management; Administrative Services as a Top-Level Corporate Function*. New York, 1961. Pp. 112.

In this report, some administrative executives explain how data processing, systems management, office management, and other functions of management can cut down paper work and overhead costs and increase company efficiency.

29. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Executive Foresight: Definitions, Illustrations, Importance*, by Stanley Stark. Urbana, 1961. Pp. 31-44.

30. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Motivation in Management: a Study of Four Managerial Levels*, by Hjalmar Rosen and Charles G. Weaver. Urbana, 1961. Pp. 386-392.

A survey carried on among managers in an American firm to find out what the managers wanted from their jobs and the importance they attached to various job conditions.

Social Conditions

31. SHANKS, MICHAEL. *The Stagnant Society, a Warning*. Harmondsworth, Eng., Penguin Books, 1961. Pp. 236.

The author is on the staff of the *Financial Times*, London. He examines economic and social conditions in Great Britain.

32. U.S. CONGRESS. JOINT COMMITTEE ON THE ECONOMIC REPORT. *Characteristics of the Low-Income Population and Related Federal Programs; Selected Materials assembled by the Staff of the Subcommittee on Low-Income Families*. Washington, GPO, 1955. Pp. 240.

Social Security

33. BECKER, JOSEPH M. *The Adequacy of the Benefit Amount in Unemployment Insurance*. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1961. Pp. 64.

Considers the adequacy of the benefit amount of unemployment insurance as it relates to individual need. Discusses seven sampling studies of the adequacy of unemployed benefits that have been carried out by the U.S. Bureau of Employment Security between 1954 and 1958.

34. CALIFORNIA. UNIVERSITY. CHANCELLOR'S COMMITTEE ON THE 25TH ANNIVERSARY OF THE SOCIAL SECURITY ACT. *Social Security in the United States. Four Lectures presented by the Chancellor's Committee on the 25th Anniversary of the Social Security Act, University of California, Berkeley, April and May, 1961*. Berkeley, 1961. Pp. 48.

Contents: Social Security: the Years ahead, by Robert J. Myers. Issues in Social Security Financing, by Eveline M. Burns. Emerging issues in the Financing of Medical Care, by James P. Dixon. Disputed Questions in the Financing of Medical Care, by Arthur Kemp.

Wages and Hours

35. AMERICAN FEDERATION OF TEACHERS. *Survey of Teachers' Salaries in Districts over 10,000 Population, September 1961*. Chicago, 1961. Pp. 99.

36. U.S. BUREAU OF LABOR STATISTICS. *Wage Chronology: Federal Classification Act Employees, 1924-60; Basic Chronology and Supplements 1-3*. Washington, GPO, 1961. Pp. 35.

Miscellaneous

37. CANADIAN TAX FOUNDATION. *The Costs of Tax Compliance, a Report on a Survey conducted by the Canadian Tax Foundation*, by Marion H. Bryden. Toronto, 1961. Pp. 38.

A study of "the cost to corporate taxpayers of paying and collecting taxes for all levels of government, as distinct from the amount of taxes actually paid."

38. EUROPEAN PRODUCTIVITY AGENCY. *Integrated Data Processing and Computers. Working Documents*. EPA Project 6/02B. Paris, OEEC, 1961. Pp. 323.

A mission of 25 experts from 10 European countries visited the U.S. from April to June 1960 in order to study American data processing installations. This volume contains papers prepared by mission participants on some European data processing installations, group reports on visits to American data processing installations, and some papers presented to mission participants during conferences in Washington and Chicago, etc.

39. KNOWLES, STANLEY HOWARD. *The New Party*. Toronto, McClelland and Stewart, 1961. Pp. 136, 15, 30.

The Draft Constitution and the Draft Program, published for presentation to the New Party Founding Convention, July 31-August 4, 1961, are appended.

The background story of the New Democratic Party organized at the New Party Founding Convention, July 31-August 4, 1961, in Ottawa. The author, formerly Member of Parliament, and now an Executive Vice President of the Canadian Labour Congress, was chairman of the National Committee for the New Party.

40. *The Means to Prosperity* [by] J. M. Keynes [and others] *With a Bibliography by Seymour E. Harris*. Buffalo, Smith, Keynes & Marshall, 1959. Pp. 92.

Contents: The Means to Prosperity [by] J. M. Keynes. Deficit Spending [by] J. H. Williams. Keynes re-examined [by] H. C. Wallich. The Passing of Keynesian Economics, by S. H. Slichter.

41. ONTARIO. DEPARTMENT OF ECONOMICS. *Economic and Social Aspects Survey*. 9th ed. Toronto, 1961. Pp. 337.

42. ONTARIO. ROYAL COMMISSION ON INDUSTRIAL SAFETY. *Report*. Toronto, 1961. Pp. 87. Commissioners: Judge P. J. McAndrew (chairman), J. D. Bateman, G. R. Harvey.

The Commission was appointed "to inquire into and report upon all statutes and regulations administered by the Department of Labour that govern the safety of workers with a view to the improvement, simplification, clarification and modernization of such statutes and regulations."

43. STETLER, HENRY GRUBER. *Attitudes toward Racial Integration in Connecticut*. Prepared for the Commission on Civil Rights of the State of Connecticut. Hartford, Commission on Civil Rights, 1961. Pp. 50.

"A study of integration attitudes and interracial practices of whites and Negroes living in Connecticut, and of the effect of the Southern school desegregation drive on these attitudes

and practices during the past five years." The study is based on interviews with 556 white and 527 Negro respondents.

44. TRIPARTITE TECHNICAL MEETING TO STUDY THE SOCIAL CONSEQUENCES OF THE CRISIS IN THE COAL-MINING INDUSTRY, GENEVA, 1961. *Report and Conclusions*. Geneva, International Labour Organization, 1961. Pp. 38. Meeting held January 16-26, 1961.

Tripartite delegations consisting of one government, one employer and one worker delegate from Belgium, France, West Germany, Japan, the Netherlands, the United Kingdom and the United States attended this meeting. The delegates considered such matters as manpower, production, productivity, placement of redundant workers, working conditions, marketing, etc.

45. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *Apprenticeship and Training in Masonry Construction*. Washington, GPO, 1961. Pp. 39.

Describe the results of a study of apprenticeship and journeyman training in masonry construction conducted in 1960 by the U.S. Bureau of Apprenticeship and Training in co-operation with State Apprenticeship Agencies.

46. U.S. BUREAU OF LABOR STANDARDS. *Wrecking and Demolition Operations*. Washington, GPO, 1961. Pp. 10.

A report of an investigation of the hazards to 16- and 17-year-old workers in wrecking and demolition operations.

47. U.S. CONGRESS. SENATE. COMMITTEE ON COMMERCE. *The United States and World Trade, Challenges and Opportunities. Final Report of the Committee on Commerce, United States Senate, prepared by its Special Staff on the Study of U.S. Foreign Commerce, pursuant to S. Res. 234, 86th Congress*. Washington, GPO, 1961. Pp. 309.

"This report presents the results of a special staff study of the foreign commerce of the United States, the domestic and international forces affecting it, and the policies under which it is carried on."

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED FEBRUARY 17, 1962

(estimates in thousands)

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,423	581	1,799	2,354	1,108	581
Men.....	4,714	436	1,336	1,690	819	433
Women.....	1,709	145	463	664	289	148
14-19 years.....	564	63	187	171	103	40
20-24 years.....	811	83	272	259	135	62
25-44 years.....	2,928	239	823	1,105	490	271
45-64 years.....	1,908	173	474	732	339	190
65 years and over.....	212	23	43	87	41	18
Employed.....	5,840	487	1,596	2,193	1,036	528
Men.....	4,202	350	1,155	1,552	757	388
Women.....	1,638	137	441	641	279	140
Agriculture.....	574	47	124	122	258	23
Non-agriculture.....	5,266	440	1,472	2,071	778	505
Paid Workers.....	4,770	389	1,333	1,892	706	450
Men.....	3,279	268	919	1,303	464	325
Women.....	1,491	121	414	589	242	125
Unemployed.....	583	94	203	161	72	53
Men.....	512	86	181	138	62	45
Women.....	71	*	22	23	10	*
Persons not in the Labour Force.....	5,717	645	1,668	1,895	965	544
Men.....	1,325	175	375	406	232	137
Women.....	4,392	470	1,293	1,489	733	407

* Less than 10,000.

**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED FEBRUARY 17, 1962
CANADA**

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over ⁽¹⁾	12,140	1,788	3,561	945	3,636	901	1,309
Labour force.....	6,423	564	3,410	808	795	634	212
Employed.....	5,840	477	3,114	671	771	612	195
Unemployed.....	583	87	296	137	24	22	17
Not in labour force.....	5,717	1,224	151	137	2,841	267	1,097
Participation rate ⁽²⁾							
1962, February 17.....	52.9	31.5	95.8	85.5	21.9	70.4	16.2
January 13.....	52.9	31.7	95.5	84.9	22.4	69.7	15.8
Unemployment rate ⁽³⁾							
1962, February 17.....	9.1	15.4	8.7	17.0	3.0	3.5	8.0
January 13.....	8.5	14.7	8.2	15.5	3.1	3.4	6.8

(1) Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

(2) The labour force as a percentage of the population 14 years of age and over.

(3) The unemployed as a percentage of the labour force.

TABLE A-3—UNEMPLOYED, CANADA

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	February 1962	January 1962	February 1961
Total unemployed.....	583	545	719
On temporary layoff up to 30 days.....	44	39	55
Without work and seeking work.....	539	506	664
Seeking full-time work.....	514	484	629
Seeking part-time work.....	25	22	35
Seeking under 1 month.....	89	133	108
Seeking 1-3 months.....	260	231	308
Seeking 4-6 months.....	116	75	166
Seeking more than 6 months.....	74	67	82

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Total			Quarterly Totals ⁽¹⁾						Totals ⁽³⁾
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ⁽²⁾	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Government)	Supple- men- tary Labour income	
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	16,890
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,828	1,677	270	1,329	298	2,359	4,295	739	16,524
1959—Total....	552	5,103	1,773	288	1,472	316	2,528	4,705	819	17,761
1960—Total....	551	5,200	1,779	326	1,472	327	2,641	5,095	916	18,514
1960— December....	44.3	422.6	144.7							1,529.4
1961—										
January.....	44.2	420.0	140.5							1,494.3
February.....	44.4	424.4	142.0	62.1	278.7	81.8	656.5	1,327.4	235.7	1,502.2
March.....	44.5	427.1	142.5							1,510.1
April.....	43.2	431.5	145.4							1,536.2
May.....	45.7	443.1	115.1	62.4	356.0	84.6	679.2	1,382.0	242.3	1,592.7
June.....	46.2	458.1	162.9							1,659.2
July.....	46.2	451.7	164.6							1,651.5
August.....	46.3	460.0	160.2	75.4	439.1	87.6	691.0	1,393.7	248.2	1,667.7
September....	46.3	465.2	160.0							1,693.0
October.....	46.3	463.7	156.8							1,681.0
November*..	46.2	459.4	156.3	85.2	366.2	85.4	712.9	1,427.5	250.6	1,658.6
December†..	45.5	451.9	151.5							1,615.0

⁽¹⁾ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

⁽²⁾ Includes post office wages and salaries.

⁽³⁾ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at December 1961 employers in the principal non-agricultural industries reported a total employment of 2,893,133. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite			Manufacturing		
	Index Numbers (1949-100) ⁽¹⁾		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
			\$			\$
Averages						
1955.....	112.9	142.1	61.05	109.8	144.4	63.48
1956.....	120.7	150.0	64.44	115.8	151.7	66.71
1957.....	122.6	158.1	67.93	115.8	159.1	69.94
1958.....	117.9	163.9	70.43	109.8	165.3	72.67
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960						
December.....	114.8	175.0	75.18	104.1	177.2	77.92
1961						
January.....	111.6	179.2	77.00	104.3	181.1	79.65
February.....	111.0	181.1	77.80	104.6	182.5	80.24
March.....	111.1	180.7	77.64	104.9	182.8	80.36
April.....	112.6	181.8	78.12	105.4	184.1	80.95
May.....	117.2	181.6	78.00	108.4	183.6	80.72
June.....	121.3	182.8	78.55	111.2	184.6	81.17
July.....	122.5	182.1	78.24	110.9	182.7	80.34
August.....	123.9	182.2	78.27	113.1	182.9	80.42
September.....	123.3	183.3	78.75	112.8	184.6	81.15
October.....	122.9	183.9	79.02	112.1	186.0	81.79
November*.....	121.6	183.5	78.82	110.9	186.2	81.87
December†.....	117.9	179.4	77.08	108.0	182.4	80.20

⁽¹⁾Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Dec. 1961	Nov. 1961	Dec. 1960	Dec. 1961	Nov. 1961	Dec. 1960
				\$	\$	\$
Provinces						
Newfoundland.....	127.0	149.2	122.0	72.10	73.10	67.67
Prince Edward Island.....	124.2	144.1	114.5	57.04	55.58	55.12
Nova Scotia.....	93.4	97.5	90.0	61.87	65.16	60.16
New Brunswick.....	108.3	107.5	105.4	64.43	64.30	62.81
Quebec.....	118.6	123.3	115.0	74.29	76.35	72.62
Ontario.....	119.7	122.0	116.3	79.96	81.54	78.22
Manitoba.....	108.2	111.4	107.9	72.74	74.05	70.66
Saskatchewan.....	117.9	124.2	119.0	74.24	74.71	72.02
Alberta (including Northwest Territories).....	151.0	155.5	147.1	79.55	81.39	77.04
British Columbia (including Yukon).....	108.8	113.1	107.1	84.00	86.59	81.40
Canada.....	117.9	121.6	114.8	77.07	78.82	75.18
Urban Areas						
St. John's.....	132.2	148.7	125.4	56.74	57.62	54.32
Sydney.....	77.9	80.0	72.5	71.32	79.01	72.64
Halifax.....	128.3	126.7	119.5	64.20	65.48	61.49
Moncton.....	108.0	113.1	100.4	59.12	60.02	57.89
Saint John.....	115.5	110.1	113.1	63.24	62.93	58.67
Chicoutimi—Jonquiere.....	102.8	109.6	105.6	98.36	98.48	98.37
Quebec.....	116.2	119.1	107.1	64.82	67.47	63.66
Sherbrooke.....	107.4	111.2	99.5	62.83	65.25	61.09
Shawinigan.....	99.6	100.4	102.3	85.53	85.91	84.49
Three Rivers.....	108.6	114.8	103.5	70.98	74.45	69.98
Drummondville.....	80.7	83.4	73.8	61.79	62.44	62.01
Montreal.....	124.2	127.5	120.7	75.73	78.19	73.66
Ottawa—Hull.....	130.5	134.3	122.1	72.20	73.41	70.17
Kingston.....	113.2	115.3	115.0	76.61	76.88	73.22
Peterborough.....	91.9	91.4	91.1	86.90	88.32	81.66
Oshawa.....	180.2	181.0	173.9	96.15	96.23	88.00
Toronto.....	134.5	136.5	129.2	79.84	81.60	78.30
Hamilton.....	109.2	111.0	104.5	84.71	86.71	82.36
St. Catharines.....	108.1	112.7	103.1	87.82	86.69	86.16
Niagara.....	93.4	96.2	89.9	84.23	82.57	83.04
Brantford.....	82.5	83.2	79.1	70.32	74.02	70.61
Guelph.....	119.5	121.2	118.1	69.84	73.04	67.58
Galt.....	106.9	106.2	109.4	69.36	71.45	68.47
Kitchener.....	125.7	127.9	117.6	71.18	75.40	69.87
Sudbury.....	146.9	146.8	149.5	98.98	91.40	99.00
Timmins.....	89.2	90.1	91.8	71.80	72.82	70.08
London.....	132.8	136.0	121.4	72.48	74.99	70.56
Sarnia.....	124.5	127.0	121.9	100.37	101.54	98.37
Windsor.....	72.9	74.0	74.3	87.29	88.27	83.51
Sault Ste. Marie.....	137.4	143.8	130.2	98.35	98.58	95.74
Ft. William—Pt. Arthur.....	102.8	109.0	104.3	77.04	82.11	77.54
Winnipeg.....	109.0	110.8	109.8	69.34	70.90	67.66
Reg.—na.....	135.7	138.5	129.3	74.20	74.11	70.59
Saskatoon.....	132.6	137.6	135.1	70.09	69.83	68.01
Edmonton.....	191.4	197.6	177.1	72.67	75.64	71.27
Calgary.....	171.4	175.2	170.3	76.76	77.91	73.42
Vancouver.....	109.0	112.0	108.7	83.05	84.68	80.68
Victoria.....	111.3	110.2	110.1	78.20	77.78	74.72

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls"

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Dec. 1961	Nov. 1961	Dec. 1960	Dec. 1961	Nov. 1961	Dec. 1960
				\$	\$	\$
Mining	115.0	116.6	113.1	95.15	97.75	94.96
Metal mining.....	128.5	130.1	130.3	97.27	99.52	98.00
Gold.....	68.3	69.5	70.9	78.99	81.94	77.66
Other metal.....	184.5	186.4	185.5	103.55	105.61	105.24
Fuels.....	89.7	87.8	83.3	95.69	98.81	94.13
Coal.....	43.2	44.1	37.2	66.96	77.35	62.10
Oil and natural gas.....	288.9	275.1	281.7	114.10	113.55	112.35
Non-metal.....	128.2	139.9	122.1	84.35	88.27	81.94
Manufacturing	108.0	110.9	104.1	80.20	81.87	77.92
Durable goods.....	111.0	112.8	105.7	86.62	88.69	84.03
Non-durable goods.....	105.5	109.4	102.7	74.53	75.97	72.65
Food and beverages.....	105.7	116.6	104.4	72.19	70.88	70.21
Meat products.....	130.2	138.9	128.7	80.45	80.52	78.38
Canned and preserved fruits and vegetables.....	76.9	118.6	74.5	61.10	56.15	58.88
Grain mill products.....	98.5	100.2	99.6	77.56	80.89	75.08
Bread and other bakery products.....	110.8	111.8	109.7	68.94	67.96	67.21
Distilled and malt liquors.....	94.9	100.9	97.7	99.81	98.01	97.57
Tobacco and tobacco products.....	107.5	91.8	115.6	69.41	76.89	63.18
Rubber products.....	100.8	102.4	84.7	81.30	85.88	78.00
Leather products.....	88.3	89.4	83.5	50.92	55.84	50.48
Boots and shoes (except rubber).....	95.9	96.2	91.3	47.68	53.11	47.46
Textile products (except clothing).....	80.2	81.3	76.0	62.43	65.86	61.20
Cotton yarn and broad woven goods.....	75.2	75.7	68.7	58.13	63.24	57.19
Woolen goods.....	61.1	62.4	60.4	58.18	62.42	56.89
Synthetic textiles and silk.....	86.5	86.5	81.9	70.95	71.58	69.16
Clothing (textile and fur).....	88.0	91.5	85.6	46.12	50.86	45.20
Men's clothing.....	90.7	94.7	86.1	45.16	49.70	44.29
Women's clothing.....	93.8	95.8	90.8	45.33	50.80	44.37
Knit goods.....	72.5	74.9	72.4	46.27	51.84	45.51
Wood products.....	99.5	103.2	93.6	67.79	71.27	65.41
Saw and planing mills.....	100.2	104.2	92.9	70.32	73.11	67.55
Furniture.....	109.8	113.1	106.3	65.11	69.79	62.90
Other wood products.....	75.4	78.9	72.2	58.68	63.36	59.38
Paper products.....	122.5	123.9	121.8	95.29	96.63	92.36
Pulp and paper mills.....	123.1	123.9	123.3	104.72	104.87	101.24
Other paper products.....	121.1	124.0	118.3	72.79	77.29	70.59
Printing, publishing and allied industries.....	124.2	125.7	123.3	85.34	88.68	83.89
Iron and steel products.....	102.2	103.6	98.7	89.84	92.65	87.52
Agricultural implements.....	59.6	57.8	60.3	94.34	95.97	90.53
Fabricated and structural steel.....	146.9	148.1	153.4	91.20	94.22	88.41
Hardware and tools.....	103.4	104.3	95.7	78.73	81.87	78.14
Heating and cooking appliances.....	95.4	101.1	86.7	77.05	79.63	73.89
Iron castings.....	89.3	91.3	85.2	85.13	89.29	82.31
Machinery, industrial machinery.....	116.8	117.7	109.7	86.89	88.91	84.45
Primary iron and steel.....	115.9	117.2	107.9	105.29	106.96	102.71
Sheet metal products.....	101.5	104.2	100.4	84.74	88.64	83.49
Wire and wire products.....	109.9	110.9	108.4	87.46	93.25	86.73
Transportation equipment.....	109.0	108.9	103.5	94.67	95.06	89.34
Aircraft and parts.....	262.7	261.1	255.5	94.31	97.84	93.41
Motor vehicles.....	110.9	110.0	105.6	112.09	110.71	100.67
Motor vehicles parts and accessories.....	105.4	104.4	99.9	91.14	91.09	86.92
Railroad and rolling stock equipment.....	55.7	56.4	54.9	84.63	83.63	78.40
Shipbuilding and repairing.....	128.7	130.7	111.3	83.87	84.32	80.36
Non-ferrous metal products.....	122.9	125.2	124.7	94.95	93.47	93.32
Aluminum products.....	133.4	140.1	138.8	86.57	89.51	85.03
Brass and copper products.....	103.0	104.6	99.0	83.77	88.14	81.21
Smelting and refining.....	138.7	140.2	145.3	108.77	102.58	105.63
Electrical apparatus and supplies.....	139.1	140.0	126.1	85.69	89.55	84.50
Heavy electrical machinery.....	102.1	102.0	96.7	94.09	96.41	91.41
Telecommunication equipment.....	248.5	249.1	210.7	83.64	87.27	84.77
Non-metallic mineral products.....	136.1	142.0	127.0	82.79	86.23	80.90
Clay products.....	82.6	88.7	78.7	76.83	78.29	74.02
Glass and glass products.....	161.8	162.5	144.8	83.08	84.06	80.13
Products of petroleum and coal.....	137.7	135.4	136.8	121.27	119.86	119.41
Petroleum refining and products.....	141.0	138.4	140.2	121.89	120.50	120.09
Chemical products.....	130.5	131.3	128.4	96.73	96.27	93.09
Medicinal and pharmaceutical preparations.....	121.4	120.6	115.0	83.65	83.82	81.94
Acids, alkalis and salts.....	153.7	154.6	154.1	111.17	108.47	106.41
Miscellaneous manufacturing industries.....	139.4	146.5	128.1	70.05	71.81	69.82
Construction	110.3	127.9	107.8	74.67	83.08	73.71
Building and general engineering.....	106.8	124.7	102.9	78.35	90.89	78.79
Highways, bridges and streets.....	116.2	133.2	115.8	68.99	70.81	66.29
Electric and motor transportation.....	135.6	139.8	130.6	82.31	82.98	80.95
Service	147.8	150.7	138.6	56.18	56.08	54.26
Hotels and restaurants.....	126.6	129.2	122.7	42.87	42.78	41.93
Laundries and dry cleaning plants.....	124.9	126.3	111.8	47.37	48.88	46.07
Industrial composite	117.9	121.6	114.8	77.07	78.82	75.18

Tables C-4 to C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	December 1961	November 1961	December 1960	December 1961	November 1961	December 1960
Newfoundland.....	38.6	38.4	39.3	1.98	1.74	1.95
Nova Scotia.....	37.8	40.8	38.8	1.64	1.56	1.62
New Brunswick.....	39.3	41.1	40.0	1.71	1.63	1.63
Quebec.....	39.1	42.2	39.3	1.69	1.66	1.64
Ontario.....	39.1	41.1	38.7	1.96	1.93	1.91
Manitoba.....	38.0	39.7	38.5	1.77	1.73	1.70
Saskatchewan.....	38.8	38.5	38.6	2.03	1.98	1.96
Alberta ⁽¹⁾	38.5	40.0	38.7	2.04	1.98	1.95
British Columbia ⁽²⁾	36.8	38.4	35.4	2.28	2.26	2.24

⁽¹⁾ Includes Northwest Territories.

⁽²⁾ Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Dec. 1961	Nov. 1961	Dec. 1960	Dec. 1961	Nov. 1961	Dec. 1960	Dec. 1961	Nov. 1961	Dec. 1960
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	40.0	42.6	41.0	2.19	2.14	2.14	87.39	90.97	87.52
Metal mining.....	40.7	42.9	42.4	2.25	2.20	2.19	91.70	94.41	92.90
Gold.....	41.1	43.2	42.1	1.77	1.75	1.70	72.95	75.58	71.50
Other metal.....	40.6	42.7	42.5	2.43	2.38	2.38	98.61	101.56	101.28
Fuels.....	37.7	41.0	37.2	2.11	2.05	2.05	79.71	82.90	76.17
Coal.....	35.2	41.4	32.8	1.82	1.83	1.74	64.00	75.78	57.13
Oil and natural gas.....	41.1	40.3	42.3	2.46	2.38	2.32	100.97	96.08	98.25
Non-metal.....	39.9	43.6	39.4	1.98	1.96	1.95	78.77	85.52	76.83
Manufacturing	38.8	41.1	38.7	1.88	1.84	1.82	72.89	75.64	70.60
Durable goods.....	39.7	41.6	39.3	2.02	2.00	1.97	80.24	83.29	77.47
Non-durable goods.....	38.1	40.7	38.1	1.74	1.69	1.69	66.07	68.73	64.39
Food and beverages.....	38.5	40.1	38.7	1.67	1.60	1.63	64.41	64.13	63.18
Meat products.....	39.3	40.4	39.5	1.91	1.87	1.85	75.09	75.43	73.08
Canned and preserved fruits and vegetables	33.7	39.0	32.4	1.39	1.21	1.39	46.90	47.15	45.13
Grain mill products.....	40.4	42.8	40.5	1.79	1.81	1.71	72.13	77.48	69.02
Bread and other bakery products.....	41.8	41.6	41.8	1.50	1.48	1.47	62.87	61.46	61.55
Biscuits and crackers.....	35.9	39.5	35.2	1.41	1.39	1.37	50.57	54.68	48.14
Distilled liquors.....	38.4	40.8	39.1	2.09	2.04	2.05	80.38	83.30	80.33
Malt liquors.....	39.5	39.3	39.9	2.35	2.34	2.32	92.88	91.82	92.53
Tobacco and tobacco products.....	36.6	39.4	35.4	1.73	1.81	1.62	63.31	71.37	57.43
Rubber products.....	39.5	42.3	37.2	1.88	1.91	1.85	74.12	80.58	68.85
Leather products.....	36.4	41.6	36.9	1.26	1.25	1.23	45.77	52.02	45.40
Boots and shoes (except rubber).....	35.5	41.1	36.5	1.20	1.20	1.17	42.58	40.29	42.60
Other leather products.....	38.6	42.6	38.1	1.38	1.37	1.37	53.34	58.25	51.98
Textile products (except clothing).....	39.7	43.0	40.0	1.39	1.39	1.35	55.32	59.82	54.01
Cotton yarn and broad woven goods.....	37.9	41.9	38.7	1.41	1.42	1.35	53.49	59.61	52.35
Woolen goods.....	40.2	43.8	40.7	1.30	1.31	1.26	52.44	57.51	51.15
Synthetic textiles and silk.....	42.4	44.2	42.4	1.47	1.45	1.44	62.25	64.18	61.11
Clothing (textile and fur).....	34.0	38.6	33.8	1.19	1.19	1.16	40.38	45.80	39.24
Men's clothing.....	33.9	38.1	33.5	1.18	1.19	1.16	40.15	45.27	38.91
Women's clothing.....	31.0	36.6	31.0	1.25	1.23	1.23	38.83	45.11	38.15
Knit goods.....	36.9	42.2	36.6	1.11	1.12	1.09	40.96	47.11	39.88
*Wood products.....	38.9	41.9	37.8	1.63	1.62	1.60	63.52	68.03	60.55
Saw and planing mills.....	38.4	40.8	36.8	1.75	1.74	1.73	67.28	70.89	63.45
Furniture.....	39.9	44.0	39.4	1.48	1.48	1.45	59.09	65.11	57.17
Other wood products.....	39.1	45.1	39.8	1.34	1.35	1.33	52.55	58.39	52.79
Paper products.....	39.7	41.6	39.9	1.25	1.19	1.19	52.28	51.27	55.86
Pulp and paper mills.....	40.4	41.6	40.6	2.44	2.38	2.33	98.60	99.01	94.60
Other paper products.....	37.8	41.7	37.8	1.70	1.70	1.63	64.23	70.94	61.83
Printing, publishing and allied industries.....	37.6	39.3	37.8	2.24	2.25	2.16	84.04	88.36	81.71
*Iron and steel products.....	39.3	41.1	39.0	2.13	2.13	2.09	83.87	87.79	81.54
Agricultural implements.....	39.3	40.0	38.4	2.17	2.18	2.13	85.40	87.24	81.62
Fabricated and structural steel.....	39.1	41.2	38.9	2.09	2.09	2.09	81.95	86.09	81.14
Hardware and tools.....	40.3	42.6	40.4	1.77	1.77	1.77	71.36	75.55	71.68
Heating and cooking appliances.....	39.2	41.0	37.1	1.80	1.82	1.75	70.67	74.63	65.08
Iron castings.....	39.4	42.6	38.8	2.03	2.01	1.96	80.11	85.77	76.33
Machinery, industrial.....	40.1	41.5	39.4	1.98	2.00	1.94	79.45	82.90	76.61
Primary iron and steel.....	39.5	40.2	39.2	2.54	2.55	2.50	100.49	102.60	97.83
Sheet metal products.....	38.0	40.8	38.2	2.03	2.04	2.00	77.31	83.09	76.60
Wire and wire products.....	38.6	41.8	39.3	2.09	2.10	2.03	80.49	87.69	79.86
*Transportation equipment.....	41.2	41.5	39.9	2.17	2.17	2.08	89.24	90.05	83.04
Aircraft and parts.....	40.7	42.5	41.3	2.11	2.14	2.06	85.65	91.16	84.96
Motor vehicles.....	45.1	44.3	40.9	2.37	2.39	2.29	107.18	105.93	93.77
Motor vehicle parts and accessories.....	40.1	40.6	39.1	2.12	2.10	2.06	85.14	85.26	80.61
Railroad and rolling stock equipment.....	39.5	39.1	38.7	2.08	2.08	1.95	82.39	81.41	75.53
Shipbuilding and repairing.....	39.3	40.0	38.9	2.08	2.06	2.01	81.57	82.45	78.25
*Non-ferrous metal products.....	39.7	41.0	41.3	2.24	2.14	2.15	89.12	87.66	88.59
Aluminum products.....	38.4	41.9	40.3	1.89	1.86	1.84	72.43	78.15	73.96
Brass and copper products.....	39.3	41.3	37.6	1.96	2.01	1.95	77.08	83.00	73.45
Smelting and refining.....	40.4	40.4	42.7	2.56	2.40	2.38	103.52	96.95	101.75
*Electrical apparatus and supplies.....	38.7	41.8	38.9	1.89	1.89	1.85	73.11	79.20	71.98
Heavy electrical machinery and equipment.....	39.6	41.4	38.7	2.10	2.11	2.04	83.19	87.49	79.02
Telecommunication equipment.....	38.3	41.5	38.8	1.75	1.75	1.72	67.08	72.49	66.74
Refrigerators, vacuum cleaners and appliances.....	37.0	40.6	37.5	1.91	1.92	1.93	70.66	77.84	72.44
Wire and cable.....	38.4	42.7	39.0	2.09	2.07	2.01	80.32	88.40	78.34
Miscellaneous electrical products.....	38.9	42.5	39.4	1.78	1.80	1.74	69.38	76.55	68.80
*Non-metallic mineral products.....	39.6	43.1	40.1	1.90	1.87	1.84	75.30	80.81	73.89
Clay products.....	40.5	42.5	40.0	1.73	1.71	1.68	70.22	72.48	67.14
Glass and glass products.....	40.4	41.5	41.4	1.88	1.88	1.80	75.98	78.26	74.57
Products of petroleum and coal.....	41.7	41.4	42.2	2.66	2.64	2.57	111.21	109.28	108.62
Chemical products.....	40.2	40.9	40.4	2.10	2.06	2.03	84.34	84.12	82.12
Medicinal and pharmaceutical preparations.....	39.4	39.9	39.5	1.59	1.59	1.54	62.60	63.17	60.87
Acids, alkalis and salts.....	41.0	41.0	41.1	2.48	2.38	2.37	101.40	97.39	97.18
Miscellaneous manufacturing industries.....	39.3	42.3	39.5	1.53	1.49	1.50	59.95	62.95	59.41
Construction	34.9	40.6	35.4	1.99	1.98	1.93	69.31	80.49	68.47
Building and general engineering.....	33.3	40.7	34.1	2.18	2.17	2.13	72.73	88.30	72.69
Highways, bridges and streets.....	37.8	40.2	37.6	1.67	1.64	1.63	63.00	66.06	61.37
Electric and motor transportation	42.5	43.3	42.8	1.94	1.91	1.88	82.67	82.68	80.60
Service	37.6	38.4	38.3	1.09	1.08	1.07	41.02	41.44	40.96
Hotels and restaurants.....	38.0	38.0	38.6	1.06	1.05	1.05	40.25	39.90	40.42
Laundries and dry cleaning plants.....	37.6	40.1	38.3	1.05	1.04	1.02	39.34	41.57	39.09

*Durable manufactured goods industries.

**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED
WAGE EARNERS IN MANUFACTURING**

Source: Man-Hours and Hourly Earnings, D.B.S.

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
	No.	\$	\$	No.	
Monthly Average 1955.....	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956.....	41.0	1.52	62.40	149.5	126.3
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Last Pay Period in:					
1960 December.....	38.7	1.82	70.60	169.1	130.9
1961 January.....	40.1	1.81	72.76	174.3	135.2
February.....	40.4	1.82	72.40	175.9	136.2
March.....	40.3	1.83	73.64	176.4	136.7
April.....	40.6	1.84	74.56	178.6	138.5
May.....	40.5	1.84	74.44	178.3	138.3
June.....	41.0	1.83	75.02	179.7	139.3
July.....	40.6	1.82	73.95	177.2	137.3
August.....	40.9	1.82	74.26	177.9	137.8
September.....	41.3	1.81	75.00	179.7	139.1
October.....	41.2	1.84	75.69	181.3	139.8
November*.....	46.2	1.84	75.64	181.2	139.6
December†.....	38.7	1.88	72.89	174.6	134.6

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

* Revised.

† Latest figures subject to revision.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S. See also Technical Note, page 385.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
March 1, 1957.....	14,218	12,694	26,912	474,661	113,489	588,150
March 1, 1958.....	7,389	8,459	15,848	686,041	171,170	857,211
March 1, 1959.....	9,007	10,816	19,823	623,338	174,787	798,125
March 1, 1960.....	8,431	10,676	19,107	634,332	182,721	817,053
March 1, 1961.....	8,786	9,513	18,299	691,351	186,991	878,342
April 1, 1961.....	9,927	11,387	21,314	683,034	180,982	864,016
May 1, 1961.....	14,098	13,802	27,900	594,904	172,884	767,788
June 1, 1961.....	17,078	17,208	34,286	418,218	151,611	569,829
July 1, 1961.....	15,103	16,445	31,548	268,284	125,447	393,731
August 1, 1961.....	15,880	14,732	30,612	246,016	117,993	364,009
September 1, 1961.....	14,963	17,850	32,813	216,245	104,695	320,940
October 1, 1961.....	14,645	17,066	31,711	216,358	101,260	317,618
November 1, 1961.....	12,936	14,979	27,915	249,228	107,697	356,925
December 1, 1961.....	17,462	15,940	33,402	329,306	124,966	454,272
January 1, 1962.....	11,402	10,866	22,268	478,470	136,566	615,036
February 1, 1962 ⁽¹⁾	11,428	12,069	23,497	570,061	161,094	731,155
March 1, 1962 ⁽¹⁾	12,305	13,127	25,432	585,555	161,992	747,547

⁽¹⁾ Latest figures subject to revision.

*Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1958-1961 AND DURING MONTH JANUARY 1961-JANUARY 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1958.....	2,700,412	1,012,974	620,394	374,245	548,663	291,466
1959.....	2,753,997	1,037,536	753,904	421,927	661,872	324,301
1960.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
January 1961.....	325,690	101,372	47,263	28,403	41,861	21,498
February.....	234,354	73,854	40,440	25,796	34,961	18,763
March.....	238,863	77,357	49,241	31,280	41,589	22,285
April.....	215,093	77,950	58,172	32,159	49,354	23,000
May.....	229,959	88,523	89,371	41,316	81,694	30,861
June.....	230,718	100,318	81,236	47,267	73,620	37,793
July.....	231,069	98,915	74,950	44,374	66,017	37,286
August.....	232,512	100,946	86,849	57,620	76,895	45,527
September.....	234,100	92,605	84,048	46,469	80,430	38,934
October.....	262,415	94,783	78,281	39,501	70,797	31,679
November.....	328,443	108,175	83,750	38,498	70,353	28,162
December.....	361,979	91,992	62,933	36,436	61,219	35,284
January 1962.....	343,460	109,466	57,373	35,946	49,668	26,878

**TABLE D-3—PLACEMENTS EFFECTED BY INDUSTRY AND BY SEX DURING
JANUARY 1962**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from January 1961
Agriculture, Fishing, Trapping.....	599	121	720	+ 112
Forestry.....	2,255	37	2,292	+ 665
Mining, Quarrying and Oil Wells.....	745	53	798	+ 228
Metal Mining.....	395	17	412	+ 136
Fuels.....	191	16	207	+ 44
Non-Metal Mining.....	30	0	30	+ 7
Quarrying, Clay and Sand Pits.....	30	1	31	+ 25
Prospecting.....	99	19	118	+ 16
Manufacturing.....	10,910	8,264	19,174	+ 4,251
Foods and Beverages.....	722	871	1,593	+ 57
Tobacco and Tobacco Products.....	44	25	69	- 86
Rubber Products.....	88	109	197	+ 121
Leather Products.....	211	288	499	- 21
Textile Products (except clothing).....	397	405	802	+ 254
Clothing (textile and fur).....	490	3,417	3,907	+ 472
Wood Products.....	1,803	258	2,061	+ 490
Paper Products.....	664	277	941	+ 31
Printing, Publishing and Allied Industries.....	398	406	804	+ 206
Iron and Steel Products.....	2,080	363	2,443	+ 578
Transportation Equipment.....	2,026	266	2,292	+ 696
Non-Ferrous Metal Products.....	306	169	475	+ 125
Electrical Apparatus and Supplies.....	596	496	1,092	+ 554
Non-Metallic Mineral Products.....	335	157	492	+ 211
Products of Petroleum and Coal.....	20	17	37	- 2
Chemical Products.....	327	242	569	+ 170
Miscellaneous Manufacturing Industries.....	403	498	901	+ 395
Construction.....	8,092	160	8,252	+ 2,186
General Contractors.....	5,748	85	5,833	+ 1,499
Special Trade Contractors.....	2,344	75	2,419	+ 717
Transportation, Storage and Communication.....	4,519	294	4,813	- 1,361
Transportation.....	4,229	163	4,392	- 1,468
Storage.....	215	22	237	+ 68
Communication.....	75	109	184	+ 39
Public Utility Operation.....	258	59	317	+ 88
Trade.....	6,030	3,909	9,939	+ 2,549
Wholesale.....	2,326	1,162	3,488	+ 778
Retail.....	3,704	2,747	6,451	+ 1,771
Finance, Insurance and Real Estate.....	450	934	1,384	+ 231
Service.....	15,810	13,047	28,857	+ 4,238
Community or Public Service.....	644	1,211	1,855	+ 204
Government Service.....	10,795	1,918	12,713	+ 1,679
Recreation Service.....	255	148	403	+ 109
Business Service.....	837	1,162	1,999	+ 80
Personal Service.....	3,279	8,608	11,887	+ 2,157
GRAND TOTAL.....	49,668	26,878	76,546	+13,187

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX
AS AT JANUARY 31, 1962⁽¹⁾**

(Source: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers.....	9,207	2,128	11,335
Clerical Workers.....	20,824	49,301	70,125
Sales Workers.....	9,948	20,835	30,783
Personal and Domestic Service Workers.....	44,791	33,308	78,099
Seamen.....	5,645	125	5,770
Agriculture, Fishing, Forestry (Ex. log.).....	8,630	1,006	9,636
Skilled and Semi-Skilled Workers.....	270,470	22,338	292,808
Food and kindred products (incl. tobacco).....	2,512	731	3,243
Textiles, clothing, etc.....	3,175	13,770	16,945
Lumber and lumber products.....	33,192	141	33,333
Pulp, paper (incl. printing).....	1,495	585	2,080
Leather and leather products.....	1,365	1,072	2,437
Stone, clay and glass products.....	1,083	50	1,133
Metalworking.....	21,354	966	22,320
Electrical.....	3,865	955	4,820
Transportation equipment.....	937	38	975
Mining.....	2,984	.....	2,984
Construction.....	87,758	14	87,772
Transportation (except seamen).....	51,047	159	51,206
Communications and public utility.....	1,816	16	1,832
Trade and service.....	7,329	2,419	9,748
Other skilled and semi-skilled.....	34,787	1,071	35,858
Foremen.....	6,465	338	6,803
Apprentices.....	9,306	13	9,319
Unskilled Workers.....	200,546	32,053	232,599
Food and tobacco.....	9,038	11,474	20,512
Lumber and lumber products.....	22,434	525	22,959
Metalworking.....	8,426	611	9,037
Construction.....	107,941	.....	107,941
Other unskilled workers.....	52,707	19,443	72,150
GRAND TOTAL.....	570,061	161,094	731,155

(1) Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS AT JANUARY 31, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	(a) Jan. 31, 1962	Previous Year Feb. 2, 1961	Office	(a) Jan. 31, 1962	Previous Year Feb. 2, 1961
Newfoundland	27,497	29,312	Quebec—Concluded		
Corner Brook.....	5,743	6,216	Sherbrooke.....	5,987	7,484
Grand Falls.....	2,565	2,653	Sorel.....	2,842	3,331
St. John's.....	19,189	20,443	Thetford Mines.....	2,056	2,900
Prince Edward Island	5,907	6,014	Trois-Rivières.....	6,559	7,732
Charlottetown.....	3,764	3,784	Val d'Or.....	1,878	2,184
Summerside.....	2,143	2,230	Valleyfield.....	2,713	3,503
Nova Scotia	34,653	37,804	Victoriaville.....	2,675	3,141
Amherst.....	1,263	1,595	Ville St. Georges.....	3,328	3,785
Bridgewater.....	1,899	2,495	Ontario	222,292	269,346
Halifax.....	6,037	6,804	Arnprior.....	530	540
Inverness.....	1,241	1,436	Barrie.....	1,760	1,999
Kentville.....	3,443	4,328	Belleville.....	2,710	2,856
Liverpool.....	775	997	Bracebridge.....	1,795	2,023
New Glasgow.....	4,548	5,504	Brampton.....	1,685	2,191
Springhill.....	968	1,287	Brantford.....	3,847	4,169
Sydney.....	7,435	7,328	Brookville.....	857	1,063
Sydney Mines ⁽²⁾	1,871	.....	Carleton Place.....	491	618
Truro.....	1,995	2,392	Chatham.....	2,714	2,852
Yarmouth.....	3,173	3,638	Cobourg.....	1,211	1,436
New Brunswick	34,527	39,486	Collingwood.....	1,132	1,445
Bathurst.....	6,520	7,025	Cornwall.....	4,028	4,639
Campbellton.....	2,952	3,458	Elliott Lake.....	692	552
Edmundston.....	2,538	3,047	Fort Erie.....	872	1,063
Fredericton.....	2,005	2,731	Fort Frances.....	855	855
Minto.....	498	702	Fort William.....	3,426	3,808
Moncton ⁽³⁾	9,107	10,562	Galt.....	1,474	2,291
Newcastle.....	3,004	3,510	Gananoque.....	511	594
Saint John.....	3,801	3,743	Goderich.....	980	929
St. Stephen.....	1,727	1,609	Guelph.....	2,258	3,352
Sussex.....	605	853	Hamilton.....	16,306	21,737
Woodstock.....	1,710	2,255	Hawkesbury.....	1,232	1,115
Quebec	221,362	270,116	Kapuskasing.....	608	904
Alma.....	2,832	2,815	Kenora.....	1,225	1,239
Asbestos.....	880	1,114	Kingston.....	2,855	2,826
Baie Comeau.....	1,361	1,066	Kirkland Lake.....	1,751	2,016
Beauharnois.....	1,595	1,954	Kitchenner.....	3,632	5,232
Buckingham.....	1,478	1,741	Leamington.....	1,172	1,435
Causapscal.....	2,813	3,483	Lindsay.....	913	1,032
Chandler.....	2,629	2,609	Listowel.....	641	774
Chicoutimi.....	2,891	3,038	London.....	5,749	7,704
Cowansville.....	647	856	Long Branch.....	4,550	5,649
Dolbeau.....	1,527	1,898	Midland.....	1,705	1,824
Drummondville.....	2,555	3,230	Napanea.....	979	1,013
Farnham.....	739	968	Newmarket.....	1,842	2,106
Forestville.....	1,613	1,372	Niagara Falls.....	3,367	4,159
Gaspé.....	2,246	2,452	North Bay.....	2,171	2,933
Granby.....	2,565	3,231	Oakville.....	1,028	1,424
Hull.....	4,974	6,099	Orillia.....	1,318	1,885
Joliette.....	5,086	6,540	Oshawa.....	4,583	5,610
Jonquière.....	3,152	3,410	Ottawa.....	8,165	9,641
Lachute.....	1,075	1,270	Owen Sound.....	2,273	3,020
La Malbaie.....	2,900	3,003	Parry Sound.....	848	801
La Tuque.....	1,120	1,213	Pembroke.....	2,397	2,579
Lévis.....	4,886	6,330	Perth.....	791	884
Louiseville.....	1,496	1,719	Peterborough.....	4,022	5,110
Magog.....	840	1,015	Picton.....	643	767
Maniwaki.....	966	1,409	Port Arthur.....	5,049	5,370
Matane.....	3,697	4,338	Port Colborne.....	1,279	1,339
Mégantic.....	1,417	1,703	Prescott.....	1,117	1,296
Mont-Laurier.....	1,344	1,593	Renfrew.....	746	847
Montmagny.....	2,405	2,621	St. Catharines.....	5,354	6,344
Montréal.....	71,699	93,767	St. Thomas.....	1,358	1,691
New Richmond.....	2,575	2,807	Sarnia.....	3,504	4,072
Port Alfred.....	1,471	1,572	Sault Ste. Marie.....	3,385	4,812
Québec.....	15,845	18,455	Simcoe.....	1,821	2,037
Rimouski.....	5,096	6,272	Sioux Lookout.....	241	285
Rivière du Loup.....	6,560	7,337	Smiths Falls.....	745	739
Roberval.....	1,929	1,719	Stratford.....	1,211	1,407
Royn.....	2,537	3,908	Sturgeon Falls.....	1,073	1,210
Ste. Agathe des Monts.....	1,463	1,862	Sudbury.....	4,833	5,808
Ste. Anne de Bellevue.....	1,402	1,831	Tillsonburg.....	603	646
Ste. Thérèse.....	2,833	3,556	Timmins.....	2,458	2,800
St. Hyacinthe.....	2,375	3,219	Toronto.....	54,274	66,710
St. Jean.....	2,512	3,180	Trenton.....	933	1,205
St. Jérôme.....	2,206	2,870	Walkerton.....	1,185	1,453
Sept-Îles.....	3,088	3,336	Wallaceburg.....	945	1,178
Shawinigan.....	5,404	5,756	Welland.....	2,658	3,063
			Weston.....	4,588	5,628
			Windsor.....	10,918	12,466
			Woodstock.....	1,232	1,945

TABLE D-5—REGISTRATIONS AT JANUARY 31, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	(1) Jan. 31, 1962	Previous Year Feb. 2, 1961	Office	(1) Jan. 31, 1962	Previous Year Feb. 2, 1961
Manitoba.....	35,905	35,548	British Columbia.....	81,873	94,168
Brandon.....	3,318	3,376	Chilliwack.....	2,802	2,646
Dauphin.....	2,347	2,414	Courtenay.....	1,429	1,639
Flin Flon.....	258	290	Cranbrook.....	1,387	1,531
Portage la Prairie.....	1,621	1,776	Dawson Creek.....	1,168	1,325
The Pas.....	482	498	Duncan.....	1,090	1,457
Winnipeg.....	27,879	27,194	Kamloops.....	2,085	1,874
Saskatchewan.....	27,612	28,618	Kelowna.....	2,074	2,208
Estevan.....	622	745	Kitimat.....	207	275
Lloydminster.....	685	742	Mission City.....	1,851	1,985
Moose Jaw.....	2,268	2,338	Nanaimo.....	1,386	2,041
North Battleford.....	1,717	1,796	Nelson.....	1,451	1,619
Prince Albert.....	3,412	3,283	New Westminster.....	12,441	13,155
Regina.....	6,770	6,954	Penticton.....	2,306	2,280
Saskatoon.....	6,129	6,503	Port Alberni.....	844	1,355
Swift Current.....	1,467	1,484	Prince George.....	1,725	2,402
Weyburn.....	768	837	Prince Rupert.....	1,836	2,326
Yorkton.....	3,774	3,936	Princeton.....	754	711
Alberta.....	39,617	44,326	Quesnel.....	1,174	1,276
Blairmore.....	657	778	Trail.....	1,362	1,536
Calgary.....	11,894	13,292	Vancouver.....	34,387	40,651
Drumheller.....	699	711	Vernon.....	2,735	3,083
Edmonton.....	17,174	20,044	Victoria.....	4,716	5,946
Edson.....	576	638	Whitehorse.....	663	847
Grande Prairie.....	991	1,308	Canada.....	731,155	854,738
Lethbridge.....	3,832	3,701	Males.....	570,061	668,766
Medicine Hat.....	1,922	1,829	Females.....	161,094	185,972
Red Deer.....	1,872	2,025			

(1) Preliminary subject to revision.

(2) Prior to March 1961, the office at Sydney Mines, N.S. operated as a branch of the Sydney, N.S. local office.

(3) Includes 1,411 unplaced applicants for Magdalen Islands.

Technical Note to "D" Tables

Tables D-1 to D-5 present selected statistics emanating from operations of National Employment Offices. These statistics, therefore, must be interpreted in the light of National Employment Service policy, operations, and reporting methods. Within this context, these operational statistics can provide useful information on labour supply and demand, historically and at specific points in time, by occupations, industries and local office areas.

Each National Employment Office is engaged in: (1) receiving applications for employment, assessing and recording the qualifications, interests, and aptitudes of the applicants, and assigning the occupational classifications which represent the applicants' highest levels of skill; (2) receiving orders for workers from employers, recording the employers' specifications for job vacancies, and classifying the orders occupationally and according to the industrial activity of the employers; (3) selecting from among available applicants the persons whose qualifications most closely approximate the specifications on the employers' orders; and (4) initiating clearance procedure to inform other National Employment Offices when suitable applicants are not available locally to fill employers' requirements. (There are numerous other related activities engaged in by National Employment Offices, but these are not the subject of the operational statistics under discussion.)

The industrial classification system used to classify employers and employers' orders is the Standard Industrial Classification of the Dominion Bureau of Statistics.

The occupational classification system used for classifying employers' orders and applications for employment is that of the Dictionary of Occupational Titles, published by the United States Employment Service. This system is based solely on the needs of the personnel selection process, and as a result is dissimilar from other occupational groupings such as occur in the census or in various salary evaluation systems.

The two basic statistical reports of the National Employment Service reflect these operations and systems of classification.

One of these statistical reports is produced from a physical count of the local office files of orders and applications, and shows by occupational groups the number of unfilled vacancies and registrations for employment that are active *on the last working day of each month*. Certain exclusions are made in this count, however. Total unfilled vacancies specifically exclude "deferred vacancies," i.e., those vacancies that are listed with the local offices

but for which employers are not yet ready to accept referrals or confirm hiring. Total registrations for employment exclude those persons who are known to be employed but are seeking different work, those persons who also have applications registered with other local offices, those persons who are seeking part-time work only, those persons who have registered in advance of their availability for work, and a few other similar categories. Since registrations are retained on an active basis for 14 days. These totals will include some applicants who have found work on their own but have not so notified the local office. Month-end data taken from this report on unfilled vacancies and registrations for employment are to be found in Tables D-1, D-4 and D-5. With particular reference to Table D-5, it should be noted that the totals given for each office represent the whole area served by the office and not simply those in the city or town in which the office is located.

The other basic statistical report contains monthly totals of certain National Employment Office operations, including such items as registrations received, vacancies notified, and placements effected, *during the whole of the month reported*. In this report, "registrations received" include the total number of registrations recorded during the month, and therefore differ considerably from "registrations for employment" taken from the other report, which deals only with selected registrations at a specific point in time. Vacancies notified and placements effected are recorded in this report by industry groups, but in the table published here, only placements effected are shown by industry groups.

"Vacancies Notified" are the total number of job openings that have been listed by employers with National Employment Offices, and, as such, provide an indication of fluctuations in the demand for workers. "Placements Effected" are the number of confirmed placements made by the NES on the vacancies notified. As such, placements effected provide an indicator of the number of persons who have found employment during the period. Placements effected include regular placements, casual placements (in jobs with an anticipated duration of six days or less), and transfers-out (placements involving the movement of workers from one local office area to another).

Tables D-2 and D-3 contain data on registrations received, vacancies notified and placements effected, and placements by industry, respectively, taken from the operational report covering the whole of each month.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, D.B.S. from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 270, February issue.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1961—November.....	4,110,000	3,724,000	386,000*
October.....	3,981,000	3,722,300	268,700
September.....	3,966,000	3,736,800	229,200
August.....	3,987,000	3,757,700	229,300
July.....	3,971,000	3,715,700	255,300
June.....	3,943,000	3,676,100	266,900
May.....	3,891,000	3,550,000	341,000
April.....	4,126,000	3,412,900	713,100
March.....	4,210,000	3,372,000	838,000
February.....	4,247,000	3,374,200	872,800
January.....	4,240,000	3,393,100	846,900
1960—December.....	4,251,000	3,496,900	754,100
November.....	4,110,000	3,624,800	485,200

* By virtue of seasonal benefit class B, the claimant count during the seasonal benefit period may include a number of persons who were not represented in the insured population within the last six months. This explains, in part, unequal variations in the month-to-month movement of the employed and claimants.

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
DECEMBER, 1961**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	18,832	17,162	1,670	15,945	13,824	2,121	7,028
Prince Edward Island.....	4,325	3,948	377	4,107	3,646	461	1,015
Nova Scotia.....	19,024	14,801	4,223	17,501	15,298	2,203	5,651
New Brunswick.....	18,694	15,709	2,985	17,641	15,159	2,482	4,652
Quebec.....	107,304	78,724	28,580	93,881	78,441	15,440	39,033
Ontario.....	105,107	73,230	31,877	97,562	82,041	15,521	33,127
Manitoba.....	15,867	11,839	4,028	16,277	13,877	2,400	3,869
Saskatchewan.....	12,175	9,325	2,850	11,557	9,687	1,870	3,769
Alberta.....	17,060	12,278	4,782	16,679	14,095	2,584	5,210
British Columbia.....	39,485	28,852	10,633	40,364	32,931	7,433	10,894
Total, Canada, December 1961	357,873	265,868	92,005	331,514	278,999	52,515	114,248
Total, Canada, November 1961	252,551	178,400	74,151	212,546	159,464	53,082	87,889
Total, Canada, December 1960	448,319	325,011	123,308	429,960	370,495	59,465	122,427

* In addition, revised claims received numbered 47,683.

† In addition, 42,033 revised claims were disposed of. Of these, 5,126 were special requests not granted and 1,380 were appeals by claimants. There were 15,413 revised claims pending at the end of the month.

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY
NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE
POSTAL, DECEMBER 29, 1961**

(Counted on last working day of the month)

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Number of weeks on claim							Percent- age Postal	December 30, 1960 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	601,210	239,722	130,844	97,376	47,190	27,119	15,688	43,271	36.6	754,117
Male.....	472,040	200,323	107,094	77,559	33,721	17,678	9,682	25,983	39.3	594,232
Female.....	129,170	39,399	23,750	19,817	13,469	9,441	6,006	17,288	26.8	159,885
Newfoundland.....	27,909	14,980	6,900	2,855	1,201	510	295	1,168	83.0	32,463
Male.....	26,369	14,593	6,578	2,649	1,024	394	223	908	84.5	30,688
Female.....	1,540	387	322	206	177	116	72	260	58.5	1,775
Prince Edward Island....	5,910	2,762	2,082	592	186	94	50	144	79.7	6,415
Male.....	4,927	2,429	1,735	462	136	62	24	79	81.5	5,386
Female.....	983	333	347	130	50	32	26	65	70.9	1,029
Nova Scotia.....	30,259	11,636	7,050	4,617	2,009	1,518	866	2,563	54.1	39,439
Male.....	26,076	10,590	6,217	3,989	1,549	1,167	664	1,900	56.3	35,284
Female.....	4,183	1,046	833	628	460	351	202	663	40.4	4,155
New Brunswick.....	29,237	11,374	8,062	4,483	1,972	1,123	523	1,700	68.3	34,568
Male.....	24,043	10,088	6,725	3,720	1,428	685	322	1,075	69.7	29,181
Female.....	5,194	1,286	1,337	763	544	438	201	625	62.1	5,387
Quebec.....	174,500	74,281	35,487	26,363	12,676	7,595	4,910	13,188	35.4	229,345
Male.....	135,317	61,103	28,708	20,754	9,161	4,983	3,008	7,600	38.2	177,854
Female.....	39,183	13,178	6,779	5,609	3,515	2,612	1,902	5,588	25.7	51,491
Ontario.....	178,629	70,448	35,917	29,225	14,800	8,390	4,991	14,858	23.1	234,136
Male.....	132,416	55,387	27,702	22,460	10,001	5,154	2,931	8,781	23.8	172,570
Female.....	46,213	15,061	8,215	6,765	4,799	3,236	2,060	6,077	21.1	61,566
Manitoba.....	31,175	10,764	7,044	6,809	2,779	1,406	701	1,672	29.2	32,127
Male.....	25,039	8,960	5,837	5,507	2,131	1,038	529	1,037	31.4	26,119
Female.....	6,136	1,804	1,207	1,302	648	368	172	635	20.5	6,008
Saskatchewan.....	21,733	7,722	5,053	4,523	1,861	1,003	503	1,069	51.8	22,937
Male.....	17,898	6,617	4,403	3,872	1,402	682	309	613	55.6	19,033
Female.....	3,835	1,105	650	651	459	321	194	455	33.9	3,904
Alberta.....	31,826	11,336	6,729	6,351	3,151	1,586	879	1,794	33.0	35,985
Male.....	25,460	9,856	5,791	5,146	2,200	949	489	1,029	34.5	29,306
Female.....	6,366	1,480	938	1,205	951	637	390	765	27.1	6,679
British Columbia.....	70,032	24,419	16,520	11,558	6,555	3,894	1,970	5,116	31.7	86,702
Male.....	54,495	20,700	13,398	9,000	4,689	2,564	1,183	2,961	33.3	68,811
Female.....	15,537	3,719	3,122	2,558	1,866	1,330	787	2,155	26.0	17,891

TABLE E-4—BENEFIT PAYMENTS BY PROVINCE, DECEMBER 1961

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	27,362	651,515
Prince Edward Island.....	6,342	133,840
Nova Scotia.....	53,304	1,222,566
New Brunswick.....	44,851	972,471
Quebec.....	347,397	8,280,628
Ontario.....	402,489	9,789,182
Manitoba.....	65,008	1,602,108
Saskatchewan.....	44,320	1,089,237
Alberta.....	71,535	1,772,277
British Columbia.....	153,995	3,933,569
Total, Canada, December 1961.....	1,216,603	29,447,393
Total, Canada, November 1961.....	881,230	20,938,313
Total, Canada, December 1960.....	1,691,081	39,765,534

* "Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year.....	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year.....	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—February.....	128.9	124.0	133.1	111.5	141.1	154.6	146.7	115.7
March.....	129.1	124.0	133.2	111.8	141.0	154.4	146.6	115.7
April.....	129.1	123.9	133.2	111.9	141.0	155.3	145.5	115.8
May.....	129.0	123.2	132.9	112.4	141.8	155.3	146.0	115.8
June.....	129.0	123.5	132.9	112.5	141.2	155.0	145.8	115.8
July.....	129.0	124.9	132.9	112.2	138.7	155.1	145.0	115.8
August.....	129.1	125.3	132.9	112.1	139.0	154.6	145.4	116.1
September.....	129.1	123.2	133.5	113.1	140.0	155.0	146.7	117.3
October.....	129.2	123.3	133.6	113.6	140.0	155.3	146.2	117.3
November.....	129.7	123.6	133.7	114.0	141.5	156.7	146.3	117.3
December.....	129.8	124.5	133.8	113.7	141.1	156.8	146.3	117.3
1962—January.....	129.7	124.8	134.0	111.6	140.6	156.8	146.6	117.3
February.....	129.8	125.0	134.0	111.8	140.7	157.2	146.7	117.2

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JANUARY 1962

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	Jan. 1961	Dec. 1961	Jan. 1962					
St. John's, Nfld.....	116.2	116.5	116.4	110.4	115.2	109.7	112.1	132.8
Halifax.....	127.9	129.5	129.3	120.7	137.8	121.7	130.9	140.8
Saint John.....	130.0	130.7	130.5	123.8	141.5	121.0	124.7	144.2
Montreal.....	129.4	130.9	130.2	130.8	146.8	104.0	120.6	140.7
Ottawa.....	129.7	131.6	130.9	123.7	149.8	116.2	122.8	142.8
Toronto.....	131.2	131.9	131.6	123.5	152.1	115.2	125.9	140.7
Winnipeg.....	127.3	128.9	128.9	126.8	136.9	116.8	120.3	138.2
Saskatoon—Regina.....	125.1	126.1	126.5	122.6	124.3	125.3	128.4	132.1
Edmonton—Calgary.....	125.1	125.8	125.7	120.2	125.7	120.7	128.1	134.1
Vancouver.....	130.3	130.1	130.1	125.7	136.8	114.8	135.5	137.2

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

⁽¹⁾ St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 114, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1957-1962

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
1959.....	203	218	100,127	2,286,900	0.19
1960.....	268	274	49,408	738,700	0.06
*1961.....	271	286	97,800	1,340,970	0.11
*1961: January.....	6	21	2,346	28,140	0.03
February.....	8	18	1,601	20,320	0.02
March.....	21	34	4,426	41,160	0.04
April.....	18	30	6,265	59,240	0.06
May.....	33	50	12,001	107,480	0.10
June.....	21	38	12,323	128,020	0.12
July.....	28	41	8,826	94,560	0.09
August.....	32	47	8,067	64,570	0.06
September.....	31	53	10,664	105,500	0.09
October.....	30	58	41,043	428,650	0.39
November.....	22	48	11,032	123,940	0.11
December.....	12	42	22,053	139,390	0.13
*1962: January.....	20	40	9,174	85,420	0.08

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, JANUARY 1962, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....			
Mines.....	2	620	10,330
Manufacturing.....	17	5,870	41,870
Construction.....	9	687	9,810
Transp. & utilities.....	6	1,384	10,400
Trade.....	4	101	2,230
Finance.....			
Service.....	2	512	10,780
Public administration.....			
All industries.....	40	9,174	85,420

TABLE G-3—STRIKES AND LOCKOUTS, JANUARY 1962, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	2	199	810
Prince Edward Island.....			
Nova Scotia.....	1	702	1,000
New Brunswick.....	1	154	2,160
Quebec.....	3	965	17,240
Ontario.....	22	5,676	46,480
Manitoba.....	1	110	1,760
Saskatchewan.....			
Alberta.....	2	226	3,310
British Columbia.....	7	258	4,560
Federal.....	1	884	8,100
All jurisdictions.....	40	9,174	85,420

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JANUARY 1962

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			January	Accu- mulated		
MINES <i>Metal</i> Opemiska Copper Mines, Chapais, Que.	Mining Employees' Federation (CNTU)	450	9,900	32,400	Oct. 20	Job classification, sickness and accident insurance, seni- ority, union security~
<i>Non-Metal</i> Newfoundland Fluorspar, St. Lawrence, Nfld.	St. Lawrence Workers' Protective Union (Ind.)	170	430	430	Jan. 29	Objection to shift boss~
MANUFACTURING <i>Rubber</i> Goodyear Tire & Rubber Co. of Canada, New Toronto, Ont.	Rubber Workers Loc. 232 (AFL-CIO, CLC)	300	600	600	Jan. 8 Jan. 10	Suspension of one employee~ Return of workers.
<i>Clothing</i> Taran Furs, Montreal, Que.	Butcher Workmen Loc. 400 (AFL-CIO, CLC)	145	1,420	1,420	Jan. 9	Wages~
<i>Furniture and Fixtures</i> Canadian Office and School Furniture, Preston, Ont.	Carpenters Loc. 3189 (AFL-CIO, CLC)	109	2,400	12,370	Sep. 8	Union security~
<i>Primary Metals</i> R. D. Werner Co., Oshawa, Ont.	Steelworkers Loc. 2784 (AFL-CIO/CLC)	179	3,940	5,730	Dec. 15	Wages~
Dominion Iron and Steel Sydney, N.S.	Steelworkers Loc. 1064 (AFL-CIO, CLC)	702	1,000	1,000	Jan. 22 Jan. 24	Presence of efficiency ex- perts~Return of workers
<i>Transportation Equipment</i> Ford Motor Co. of Canada, Oakville, Ont.	Auto Workers Loc. 707 (AFL-CIO, CLC)	3,255 (110)	12,900	12,900	Jan. 10 Jan. 16	Wages, fringe benefits~Mini- mum of 18¢ an hr. increase over 3-yr. agreement; im- proved fringe benefits.
<i>Electrical Products</i> Canadian Westinghouse, Toronto, Ont.	U.E. Loc. 512 (Ind.)	139	2,640	5,750	Nov. 29 Jan. 29	Wages, seniority, holidays~ 5¢ an hr. immediately, plus 9¢ an hr. spread over three 10-month periods; additional 3¢ an hr. on job evaluation.
<i>Miscellaneous Manufacturing</i> Reliable Fur Dressers & Dyers, Shiner Fur Dyeing Toronto, Ont.	Butcher Workmen Loc. 85 (AFL-CIO, CLC)	200	3,200	3,200	Jan. 10	Wages, fringe benefits in national agreement~
Fur Trade Ass'n. of Canada (Quebec) Montreal, Que.	Butcher Workmen Loc. 54 (AFL-CIO, CLC)	370	5,920	5,920	Jan. 10	Wages, fringe benefits in national agreement~
Cohn & Son, Trans-Canada Fur Dressers & Dyers. Winnipeg, Man.	Butcher Workmen Loc. 175F (AFL-CIO, CLC)	110	1,760	1,760	Jan. 10	Wages, fringe benefits in national agreement~
CONSTRUCTION Ontario lathing contractors, Toronto, Ont.	Lathers Loc. 97 (AFL-CIO/CLC)	100	2,200	6,000	Nov. 7	Alleged failure to honor agreement~
Saint John Builders' Exchange, Saint John, N.B.	Carpenters Loc. 1386 (AFL-CIO, CLC)	154	2,160	6,030	Nov. 27 Jan. 22	Wages, working conditions, paid statutory holidays, union security~10¢ an hr. increase, improved union security clause.
Brown & Root, Windfall, Alta.	Plumbers Loc. 488 (AFL-CIO, CLC)	170	2,640	2,640	Jan. 10	Wages~
TRANSPN. & UTILITIES <i>Transportation</i> Four automobile hauling firms, Oakville, Oshawa, Windsor, other points, Ont.	Teamsters Loc. 880 (Ind.)	111	1,020	3,700	Nov. 26 Jan. 15	Wages, control of welfare fund~6¢ an hr. increase annually for 3-yr.; contri- butory plan; jointly admini- stered welfare fund.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JANUARY 1962

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			January	Accu- mulated		
Five automobile hauling firms, Various centres, Que., and Ont.	Teamsters Loc. 880 (Ind.)	884	8,100	29,470	Nov. 26 Jan. 15	Wages, control of welfare fund~6¢ an hr. increase annually for 3-yrs.; contri- butory pension plan; jointly administered welfare fund.
Motorways (Ontario) Ltd. North Bay, Rexdale, other centres, Ont.	Teamsters Loc. 938 (AFL-CIO, CLC)	330	530	530	Jan. 17 Jan. 20	Hiring leased drivers~Re- turn of workers pending further negotiations.
SERVICE INDUSTRIES <i>Personal Services</i> Royal York Hotel, Toronto, Ont.	Hotel Employees Loc. 299 (AFL-CIO, CLC)	500	10,460	157,470	Apr. 24	Wages~

Figures in parentheses indicate the number of workers indirectly affected.

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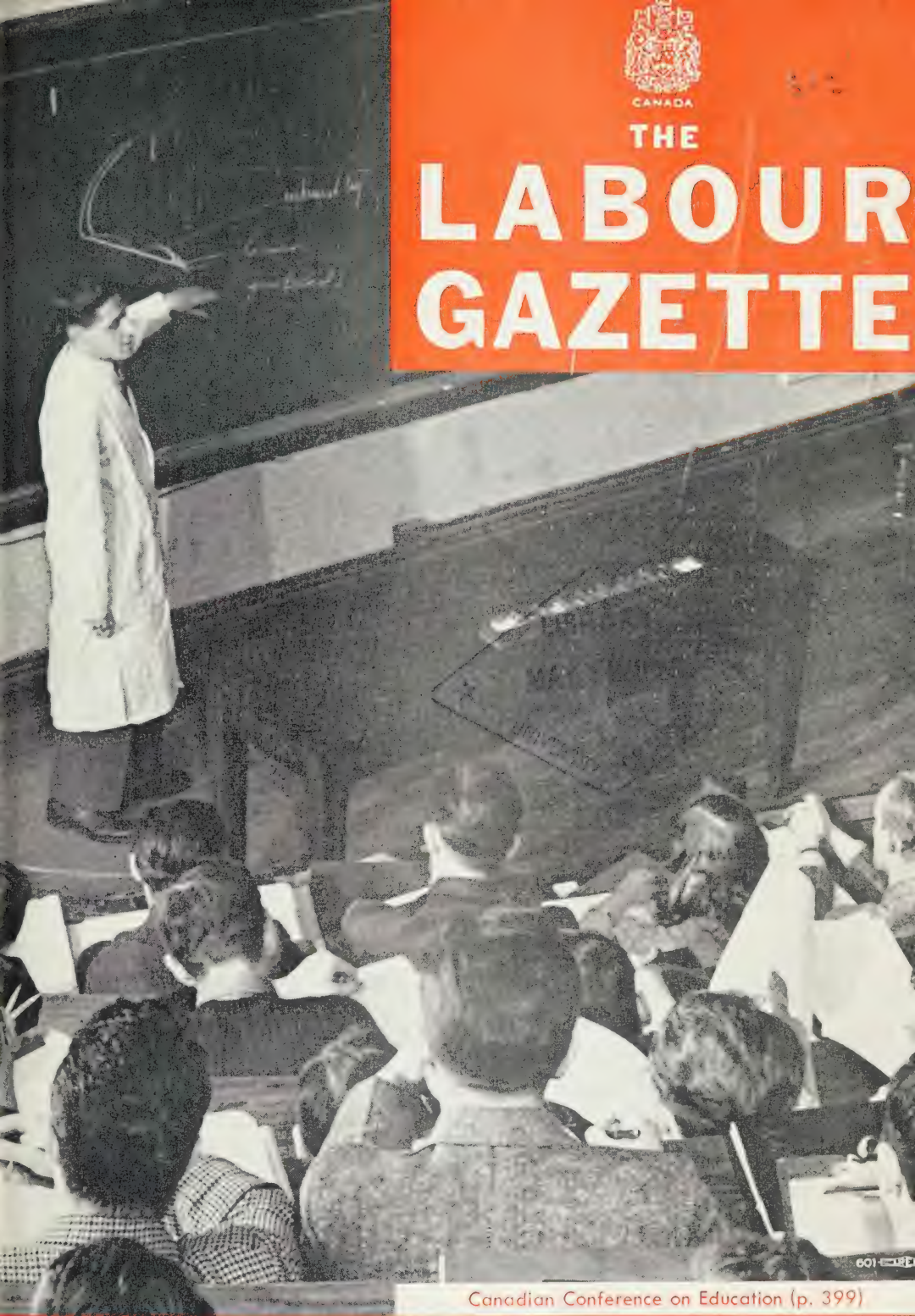
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(Continued on page three of cover)

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Preparation of Girls for Employment

A consultative group on the role of the Women's Bureau in relation to the preparation of girls and women for participation in the labour force was convened by the Department of Labour last month.

Some forty persons with special competence in vocational counselling and training, and in job placement, participated. Most of them were associated with national organizations, e.g., Canadian Federation of Business and Professional Women, Catholic Women's League of Canada, National Council of Women, Canadian Home and School and Parent-Teacher Federation. In addition to officials of the Department of Labour, representatives of several government departments attended.

The meeting's program was designed to explore some of the more common problems that arise in relation to women's employment, from the point of view of their employers, of the employee organizations to which they belong, and of the women themselves; and to explore the emphases needed in the vocational counselling and training of girls and women, with special attention to the role of the agencies and organizations concerned with these problems.

Miss Marion V. Royce, Director of the Women's Bureau, was chairman.

The Deputy Minister of Labour, Dr. George V. Haythorne, welcoming the participants, stressed the importance of human relations in the work of the Department. He explained that questions of education and training for participation in the labour force had to be tackled on a joint basis in order to determine the appropriate way of dealing with them in the various groups and organizations concerned.

Three employer representatives and three employee representatives from fields of work in which women engage gave brief talks, speaking about numbers of female employees in their organizations, the types of work they engaged in, their age groups, the educational and training requirements for employment, the main sources from which they were drawn, and their strengths and weaknesses. They also told how the employee was received into the organization and how introduced to the employee organization.

The speakers were: Miss Frances M. Richards, Assistant Personnel Officer, Sun Life Assurance Company of Canada; Miss Iona Samis, Administrative Assistant, United Packinghouse Workers of America, Toronto; Miss Jeanne Duval, Vice-President, Con-

federation of National Trade Unions; Ben Gingras, customer service, Simpsons-Sears Limited, Ottawa; Dr. Floyd G. Robinson, Director of Research, Canadian Teachers' Federation; and F. L. W. McKim, Assistant Director, Administrative Services, National Research Council, Ottawa.

Their talks were preceded by a brief analysis of the behaviour patterns of women in the working world by a psychologist, Dr. Grace Maynard, a personnel administrator with the Department of National Health and Welfare. She presented a few generalizations that have become stereotypes: most young women are not career-oriented; their work interest tends to be submerged by their preoccupation with marriage.

Later, she said, roughly at about age 35, they tend to become more identified with the work situation, show interest in advancement, and, now being recognized as competitors, may feel the brunt of a certain discrimination.

The remarks of the members of the symposium bore out Dr. Maynard's statements.

Miss Richards described the female clerical employees in her company: general clerical, office machine operators, and stenographers. Of these, 45 per cent are under the age of 20; three-quarters have less than five years of service, and 14 per cent more than 24 years.

For about 75 per cent of the jobs in the company, high school graduation is preferred. Junior jobs are filled by girls with two or three years of high school. A few university graduates are placed each year in special areas of work.

Because her company had installed an electronic data processing unit, Miss Richards foresaw a need for fewer girls for routine work; girls seeking employment there in future would need a better academic background.

Mr. Gingras said his company had been hiring married women from the immediate neighborhood of the store as sales girls because of their availability and the fact that it was difficult for them to go long distances to work.

Miss Samis reported that one fifth of the UPWA membership was female. These women are engaged in packaging and canning, mainly on routine and fairly simple tasks. Technological improvements will probably mean a reduction in the number of such jobs. The average age of women in the industry was now between 30 and 40.

(Continued on page 480)

50 Years Ago This Month

"At the present time, no economic question is touching the lives of the people more vitally than the high cost of living," says Minister of Labour—in 1912. On April 1 Grand Trunk Railway cancels wage increases in effect from January 1

"At the present moment no economic question is touching the lives of the people more vitally and in a more comprehensive way than the high cost of living," Hon. T. W. Crothers, Minister of Labour, said in the House of Commons in March 1912. He made the statement when tabling a special report issued by the Department of Labour on the course of wholesale prices in Canada during the previous year.

According to the account published in the LABOUR GAZETTE of April 1912, the Minister recalled "the widespread agitation which swept over this country and the United States about three years ago, when prices after a steady rise for more than 10 years reached what was then regarded as an unprecedentedly high level." This upward movement, he said, had been checked by the financial panic of the fall of 1907, and there had been a breathing spell in 1908 and 1909. "In 1910, however, the progress upward began again almost as rapidly as ever," and during the second half of 1911 it had increased in rapidity.

"Last year," the Minister continued, "wholesale prices went up approximately 3 per cent, and retail prices approximately 5 per cent, over those of 1910; while, compared with 12 or 15 years ago, the rise has been over 40 per cent."

He went on to point out that this question of high prices was "not Canadian in any sense, but is world-wide." He said that a movement was then on foot, in which the President of the United States had taken the lead, to establish an international commission to inquire into the causes of the rise and steps to be taken to deal with it.

At that time, the Department of Labour's statistics of prices dealt mainly with wholesale prices, as being the easiest to collect, but the GAZETTE said that the Department was planning "to treat the subject of retail prices ultimately in much the same method as wholesale."

* * *

Rates of pay for trainmen and yardmen employed by the Grand Trunk Railway Company, including the rates for 1909 and 1911, were given in a circular issued by the company in March 1912, which was published in the LABOUR GAZETTE. The rates for 1911 showed a substantial increase over those for the earlier year.

For conductors in passenger service, the 1909 rates varied from \$70 to \$120.87, depending on the "run," and in 1911 the range was from \$100 to \$135. For baggage-men in passenger service, the rates ranged from \$50 to \$86.10 in 1909 and from \$60 to \$90 in 1911. For brakemen in the same service, the rates ranged from \$47 to \$83.10 in 1909, and from \$55 to \$85 in 1911.

The schedule also gave the rates that had become effective on January 1, 1912. The company, however, issued a statement to the following effect: "The rates of pay for 1912 to trainmen in the schedule referred to, as applied to branch lines and other light runs, have resulted in such abnormal increases in certain directions, taking into consideration the duties and responsibilities involved as compared with other and heavier runs, that it is felt an injustice, to other employees and to the Company as well, would be created by the continuance of these conditions."

The company therefore decided to cancel the new rates and revert to the rates that had been in effect in 1911. The agreement then in effect contained this clause: "The Company reserves the right to change these rates and regulations upon giving thirty days notice to do so."

The cancelled rates marked a very large increase over the 1911 rates. The rates for conductors in passenger service, for example, ranged from \$125 to \$183.31, compared with a \$135 maximum under the 1911 schedule; for mixed service, the 1912 conductor's rate for one run was \$188.76, compared with \$100 in 1911.

A settlement reached between the Grand Trunk and its trainmen after a strike during the summer of 1910 (L.G. 1960, p. 798) brought into effect on January 1, 1912 the "standard" agreement for trainmen employed by railway companies east of the Great Lakes in Canada and the U.S.

Under this settlement the GTR had put into effect from the beginning of 1912 the same rates as those paid by the CPR east of Fort William. But in March 1912, exercising the right conferred by the clause quoted above, the company announced its intention of cancelling on April 1 the rates that had come into effect on January 1.

Duke of Edinburgh's Conference Opens May 13 in Montreal

H.R.H. The Duke of Edinburgh's Second Commonwealth Study Conference will open May 13 in Montreal and end June 6 in Vancouver.

The theme of the Conference—the human consequences of the changing industrial environment—will be an extension of that of the 1956 Conference held at Oxford, England. Prince Philip, who presided over the 1956 event, will fill the same role this year.

The Conference will be attended by 300 representatives of more than 30 Commonwealth countries and areas. Canada will have about 70 members. The Conference has neither a government nor political character.

The 29 Canadians who attended the 1956 Conference put the idea of the second conference to Prince Philip, who met with a provisional committee during the Royal Tour of Canada in 1959.

CLC Committee Produces Plan To Settle Dispute over Loggers

The special committee set up by the Canadian Labour Congress to investigate the dispute over Newfoundland loggers between the International Woodworkers of America and the Brotherhood of Carpenters (L.G., Feb., p. 122) last month produced a proposal for settlement. The proposal was accepted immediately by the IWA but has not yet drawn any response from the Carpenters.

A letter outlining the proposal was sent to both unions over the signature of Frank Hall, chairman of the special committee.

Under the committee's proposal, the CLC would issue a charter to provide a means for the loggers to become members of a union directly under the control of the Congress. The IWA and the Carpenters would undertake to refrain from organizing activity among the Newfoundland loggers for a period of one year. At the end of that time, the CLC would assist both the IWA and the Carpenters in approaching the loggers to seek membership and would, with the two unions, establish a method for the loggers to determine by which organization they wished to be represented.

As part of the proposal, the CLC would undertake extensive organizing during the year, and both unions would urge their

present members to join the new CLC union and would make every effort to obtain improvements in wages and working conditions.

Labour-Management Committees Meet in Second Conference

The second Labour-Management Committee Conference sponsored by the federal Department of Labour was held March 8 at Cornwall, Ont. Many "excellent suggestions" on government aid in good labour-management relations resulted, stated Gordon G. Cushing, Assistant Deputy Minister of Labour.

Panel discussions dealt with the role of management and labour in organizing labour-management activities and government contributions in fostering such co-operation.

Mr. Cushing also emphasized the challenge facing Canada through world technical progress, with its attendant social and moral responsibilities. Increased productivity and accelerated export programs called for closer co-operation between labour and management, he declared.

About 100 union and management representatives attended the one-day Cornwall conference. The first conference in this series was held on February 1 and 2 in Winnipeg (L.G., March, p. 304).

The National Productivity Council held its first labour-management seminar at Queen's University, Kingston, Ont., on March 15 and 16.

According to Council Chairman H. George DeYoung, the purpose of the seminar was to provide a forum where labour and management representatives "can sit down together and take a frank look" at the problems of working together to make Canada grow.

CLC Committee to Organize White Collar Workers

A special conference of leaders of unions with an interest in the white collar field, convened by the Canadian Labour Congress, has set up a five-man steering committee. This act is a prelude to an intensive drive to organize white collar workers in Canada.

Appointed to the steering committee were: Michael Rygus, Canadian Vice-President of the International Association of Machinists; Burris Ormsby, Co-Director of the "white collar" department of the United Steelworkers of America; William Lowe, Canadian representative of the Office Employees' International Union; and David Wade, Vice-President of the Retail Clerks' International

Association. The fifth member is William Dodge, Executive Vice-President of the CLC.

Shorter Work Week a 'Must' George Meany Now Says

"If we continue to produce more and more with fewer and fewer people, we must reduce the work hours of American workers without reducing their earnings," AFL-CIO President George Meany recently told delegates to the eighth annual legislative conference of the federation's Building and Construction Trades Department.

Mr. Meany declared himself in favour of a shorter work week as a means of curing unemployment, but he did not state how much shorter he thought the work week should be. He said that the reduction in hours, without reduction in pay, should be such as was required "to assure employment to every American wanting work," adding, "if this means 35, 34, 33 or 30 hours a week or less, so be it."

Mr. Meany's demand for shorter hours is directly contrary to repeated policy statements on the same subject by President Kennedy, who has on a number of occasions declared his support for the retention of the 40-hour week. Reducing the work week would not add to economic growth but would add to production and consumer costs and would prove self-defeating, besides adding to United States international balance of payments difficulties, he said.

Fourth-Quarter Drop in Numbers Receiving Welfare Payments

The numbers of persons receiving old age assistance, blind persons allowances and disabled persons allowances all decreased in the fourth quarter of 1961.

The number of persons receiving old age assistance decreased from 99,964 at September 30, 1961 to 99,651 at the end of the quarter, December 31, 1961.

The federal Government's contributions under the federal-provincial scheme totalled \$7,651,859.03 for the quarter, compared with \$7,673,969.11 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$243,038,932.37.

At December 31, 1961, the average monthly assistance in the provinces ranged from \$48.58 to \$52.72. In all provinces the maximum assistance paid was \$55 a month.

Blind Persons Allowances—The number of blind persons receiving allowances under

the Blind Persons Act decreased from 8,567 at September 30 to 8,562 at December 31, 1961.

The federal Government's contributions under the federal-provincial scheme totalled \$1,019,045.52 for the quarter, compared with \$1,018,431.07 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$34,616,203.49.

At December 31, 1961, the average monthly allowance in the provinces ranged from \$49.37 to \$54.35. In all provinces the maximum allowance paid was \$55 a month.

Disabled Persons Allowances—The number of persons receiving allowances under the Disabled Persons Act decreased from 50,217 at September 30 to 50,045 at December 31, 1961.

The federal Government's contributions under the federal-provincial scheme totalled \$4,042,658.38 for the quarter, compared with \$4,069,584.58 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$84,306,885.03.

At December 31, 1961, the average monthly allowance in the provinces ranged from \$52.80 to \$54.58. In all provinces the maximum allowance paid was \$55 a month.

CCA Presents Pre-Budget Brief, Asks Income Tax Act Amendment

The Canadian Construction Association presented to Hon. Donald Fleming, Minister of Finance, a brief containing resolutions adopted at the Association's 1962 annual meeting that pertain to the Government's taxation and expenditure policies. The brief was presented on March 6 for consideration in connection with the Government's budget proposals.

It recommended that complete write-off of capital equipment in industrial plants be permitted in any five years during the initial eight-year period and that the capital cost allowance rate for contractors' plant be increased to 50 per cent.

It urged amendments of the Income Tax Act to give legal status to the completed contract method of reporting income on lump sum contracts of less than two years' duration, and extension of federal sales tax exemptions to include all construction materials and equipment.

Commending the winter works program, the brief recommended that federal grants be made also to builders installing municipal services, among additional recommendations.

UIC's First Executive Director, Dr. Allon Peebles Dies in Ottawa

Dr. Allon Peebles, first Executive Director of the Unemployment Insurance Commission and later Director of the Research and Statistics Branch of the Department of Labour, died on March 13 at the age of 61.

After teaching economics at the University of California and at Columbia, where he obtained his Ph.D., Dr. Peebles was instrumental in framing a Health Insurance Act in British Columbia from 1935 to 1941. Though never put into force, the Act was a preliminary to the setting up of the present B.C. hospital service.

In 1941, Dr. Peebles came to Ottawa to take up his post with the Unemployment Insurance Commission. Two years later he became Director of the Research and Statistics Branch. In 1947 he retired to engage in a private business enterprise (L.G., 1947, p. 1411).

Entering the Civil Service again in 1949, he was economist to the Dominion Forester until 1954, when he retired.

In Parliament Last Month

(page numbers refer to Hansard)

The Minister of Veterans Affairs announced that the Government had approved a policy that would permit recipients of war veterans allowance who are also eligible for an old age security pension to receive \$10 a month of the latter pension (\$20 if his spouse is also getting the pension) as exempt income for the purposes of the War Veterans Allowance Act (p. 1460).

During the debate on supplementary estimates for the Department of Labour, the Minister of Labour gave the estimated capital expenditures on new technical and vocational training facilities by provinces on projects approved up to February 23, the federal Government's share of which amounts to \$179,200,000 (p. 1779).

"Technical schools are now being built in places in Canada where there is no real need for them, yet in other communities where the need exists they are not being built," Erhart Regier (Burnaby-Coquitlam) said during the debate (p. 1796). He also said that many of the courses taught in such schools "are a ridiculous and fantastic waste of the taxpayers' money," because the courses "bear very little resemblance to the technological age we are now entering."

Hon. Paul Martin said, "We find an expenditure of close to \$200,000,000 to build the wrong kind of schools in the wrong places for the wrong purposes to teach students we do not have through the services of teachers who do not exist." (p. 1869).

Walter Pitman (Peterborough), quoting a Department of Labour official, said that facilities were required at the post-high school technical training level, but not at the secondary school level. He also complained that the building of schools was being related to a make-work project, because the cut-off date for the school-building program, March 31, 1963, related to winter works (p. 1830).

The Minister of Labour defended the Government's policy regarding technical training (p. 1878). He denied that schools are being built where they are not wanted, and said that they were being built after consultation with the provincial departments of education, the local school boards, and industry and labour. The courses are being offered "as a part of the apprenticeship program of the province following the recommendations of both industry and organized labour, through an apprenticeship advisory committee of which they are members," Mr. Starr said.

A Department of Labour supplementary estimate of \$28,400,000 for technical and vocational training assistance was passed in committee of supply (p. 1900).

A supplementary estimate to authorize the crediting of the Unemployment Insurance Fund in case of need with sums not exceeding in the aggregate \$25,000,000 was passed on March 19 in committee of supply (p. 1937).

Earlier, Reynold Rapp (Humboldt-Melfort-Tisdale) proposed that the Government should consider amending the Unemployment Insurance Act to allow seasonal farm labourers to receive benefits similar to those paid to seasonal fishermen (p. 1805). After debate, the House adjourned without taking any action.

The Minister of Labour said that figures on employment and unemployment just released showed that 196,000 new jobs have been provided throughout the year, "so that by the month of February we have attained the number of new jobs required to reach [the] figure of 1,000,000 jobs in five years" that the report of the Senate Committee on Manpower and Employment had stated to be necessary (p. 1967).

Bill C-29, to amend the Canada Fair Employment Practices Act to prohibit discrimination on account of age, was dropped at second reading (p. 2145).

Canadian Conference on Education

Provision of more facilities at and beyond secondary school level for training in technical skills, and better teacher training two of the proposals made at 2nd Canadian Conference on Education. Conference not likely to be repeated

The provision of more facilities at and beyond the secondary school level for training young people in the technical skills required for employment in business and industry; better training for, and a higher standard in the selection of teachers; and the development of a better understanding between English and French Canadians were some of the proposals made by the 2nd Canadian Conference on Education, held in Montreal on March 4 to 8.

This second conference—the first was held in Ottawa in February 1958 (L.G. 1958, p. 373)—seems likely to be the last that will be held by the organization, in its present form at least, since some of the professional organizations that have been supporting it financially are withdrawing their support. Another factor tending to weaken the conference is the resignation, announced at the gathering, of two of the chief executives: Kurt Swinton, chairman of the national committee, and Max Swerdlow, chairman of the executive committee. Caroline Robins, the conference's executive secretary, also announced her resignation.

The conference was attended by about 2,000 delegates, almost a third of whom were French-Canadians, in contrast to the first conference, at which Quebec was scarcely represented.

After an opening session on Sunday evening, at which Dr. Claude T. Bissell, President of the University of Toronto, was speaker, there were two plenary sessions, one on the first and one on the last day. On the second and third days the conference split into seven forums, each breaking into eight to ten work groups.

Dr. Claude Bissell

The present demand for vocational and technical training may be 20 years too late, in the opinion of Dr. Claude Bissell, President of the University of Toronto and Chairman of the Canada Council, who gave the opening address of the conference.

Dr. Bissell pointed out that with the advance of automation many jobs had disappeared by the time people were trained for them. Technical training, he thought, might better be left to industry, and academic education should be concerned mainly with general liberal studies, to prepare Canadians for the exacting rigours of leisure.

Education would cease to be an affair of youth and would extend through "the entire lives of all of us," he thought.

Education and Employment

One of the seven forums was on the subject, "Education and Employment." A study with this title had been prepared by Arthur V. Piggott, Director, Canadian Association for Adult Education. (A summary of this study will appear in the May issue.)

Miss Marion V. Royce, Director, Women's Bureau, Department of Labour, was one of the rapporteurs for this forum; another was A. L. Hepworth, Director of Education, Canadian Brotherhood of Railway, Transport and General Workers.

The following were participants in a symposium on the question, How can we help education to meet employment needs? H. L. Shepherd, Canadian Westinghouse Co.; Jean Marchand, President, Confederation of National Trade Unions; Robert Byron, Alberta Department of Education; and C. Ross Ford, Director, Vocational Training Branch, Department of Labour.

Technical and trade training, to teach a man how to make a living, are good; but education should also teach him a little bit about how to live, said Mr. Marchand.

He contended also that it was "not normal" for employers to undertake the training of workers. "When they do the training it's much too specialized, and makes workers too dependent upon a single industry," he said.

Mr. Marchand said that today the worker's life is dominated by the machine and by forces that are often beyond his comprehension and control. He is unable to play any effective part in his political, social or economic life.

Technical schools, he contended, should teach at least the rudiments of social, economic and political organization. They should also teach the worker how to use his leisure time, now that shorter working hours had given him so much of it.

H. L. Shepherd called for more training of employees within industry. He thought that teachers should take more advice from business men in setting up their programs of education.

Hon. Michael Starr, Minister of Labour, in a statement to the conference marking the beginning of education week, said that the provision of educational facilities for all Canadians is one of the main challenges facing Canada.

"Every Canadian," he said, "must have the opportunity to develop his or her capabilities to the fullest. To make this possible, all who are concerned with education and training must provide the paths of learning by which our youth can reach their full potential..."

"If thoughtful employers and educators will study current facts together, some of our school programs in history, commerce, and social studies could be brought up to date. The resultant teaching would help young people to enter employment with a better understanding of economic, commercial and social facts of life," Mr. Shepherd said.

Robert E. Byron said that in the past Canada had met its needs for skilled manpower largely by importing skilled workers, thereby denying Canadians a chance to participate fully in the development of their own country and in their own improvement.

The price of this, Mr. Byron said, had been high unemployment as an increasingly mechanized society called for increasingly skilled men, which Canada had not been training.

C. Ross Ford, reviewing technical training in the industrialized nations of Europe and Asia, said that Canada is playing in a league in which the competition is stiff, and against countries in which skill and technical competence have long been normally required in workers.

In those countries, there had long been much closer contact between industry and the educationists than in Canada, Mr. Ford said. The purpose of this had been to ensure that the schools would train skilled workers of the type needed. He maintained that nation-wide standards of competence were essential.

Recommendations

From more than 100 proposals drawn up by the seven forums, the conference officers chose the following 13 for the special attention of the delegates:

1. Canada needs a "crash program" to develop a more comprehensive work force with "built-in mobility" to meet demands of the labour market through certification on a basis acceptable throughout the country.

2. More facilities at the secondary and post-secondary school level are needed to develop the technical skills boys and girls require for employment in business and industry.

3. The minimum requirements for both elementary and secondary school teachers should be a uniform university degree, one year of further professional training, and some specialization in the field chosen.

4. More stringent methods should be adopted to prevent undesirable candidates from entering the teaching profession, and to remove poor teachers already in it.

5. Minimum academic qualifications should be established for school trustees, and they should be paid an honorarium sufficient to cover their out-of-pocket expenses.

6. Provincial laws should be amended where necessary to allow either of Canada's two official languages to be used as the language of instruction in public schools, the choice being made according to the wishes of the majority of the community.

7. Canadian history should be taught in such a way as to foster a greater mutual understanding between the two main cultural groups.

8. Visits between English and French speaking Canadians in different provinces, and other cultural exchanges, should be promoted more actively in order to improve mutual understanding and derive greater advantage from the existence of the two cultures.

9. Junior colleges should be established as the next step for high school graduates and should become the transition between high school and university.

10. The federal Government should establish a fund from which students who need financial assistance can obtain interest-free loans to cover the cost of attending an institution of post-secondary learning.

11. School buildings paid for out of public funds should be used to the greatest possible extent in continuing (adult) education and should be planned with that use in mind.

12. Provincial programs of subsidies, bursaries and tax deduction of sums spent for educational purposes should be broadened to include adequate provision for adult education.

13. An organization of some kind should carry on the work of the Canadian Conference on Education—either the conference itself or a national forum for education such as that suggested by Dr. Wilder Penfield, honorary chairman of the conference.

Future of the Conference

The organizations whose withdrawal will apparently make it impossible for the conference to carry on in its present form include the Canadian Teachers' Federation, which was the original sponsor of the CCE, and the Canadian Education Association. The latter is an organization that is financed by the 10 provincial governments and serves as a link between the departments of education.

Another organization, the Canadian Association of University Teachers, is opposed to the holding of another national conference of this kind. It considers that the results are not worth the cost.

The French Language Teachers' Federation said that the conference had served its purpose—that of arousing public concern about education. The interest thus aroused can now best be taken advantage of by provincial bodies, it said.

Dr. Stanley Deeks of the Industrial Foundation on Education said that business could not be expected to continue the \$250,000 support it gave the conference to start it off.

The Canadian Labour Congress, which has given much help to the conference, says that it is ready to continue its support if the conference continues to advance the cause of education as it has been doing.

W. H. Evans, chairman of the education committee of the Canadian Manufacturers' Association, told a press conference that he would recommend that private corporations

should expand their programs of aid to education, especially in the provision of scholarships.

After announcing his resignation from the chairmanship of the national committee, Mr. Swinton, President of Encyclopedia Britannica of Canada, made a strong plea for the establishment of a Canadian Office of Education, reporting to Parliament, and set up with the full prestige and resources of a federal office. He suggested that, in order to allow the provinces to retain their share of control over education, the national office might well be a federal-provincial office, "conceivably financed and staffed jointly by the federal Government and the ten—I say advisedly ten—provincial governments."

He said that opposition to such a plan would be found not only in Quebec, but all across Canada; but he pleaded the need for national considerations to take precedence over local ones.

Max Swerdlow, who also announced his resignation, said that the problem of how to finance a continuing organization would have to be solved within six months, because the conference organization lacked the money to carry on for a longer period.

The national committee decided that the final decision on the future of the organization should be made within from two to six months. A proposal that the federal Government should be approached for an annual grant of \$50,000 was defeated on the ground that it would be hardly proper for the conference to accept federal money for education, which is constitutionally a provincial matter.

Research Spurred by Recent Developments in Canada

A \$1,000,000-subsidy fund by the federal Government to encourage industrial research and the appointment of a 14-member industrial advisory committee operating in conjunction with the National Research Council, are recent steps designed to foster industrial growth over a longer period through emphasis on research.

The matching subsidies will be administered by the National Research Council; they were announced by the Government in the Speech from the Throne during January. If the subsidy program proves satisfactory, it may be continued next year by allocation of additional funds. Industry will contribute at least half of the cost of any research project, the federal Government matching the amount.

According to NRC President Dr. E. W. R. Steacie, the Government will support projects in which industry is interested, and all rights resulting from such research would be retained by the companies involved. Both large and small companies would be assisted in conducting research, which is so critical in this rapidly changing world.

The NRC President made these remarks to a group of industry, university and government scientists and engineers during the opening of a \$1.3-million addition to the research facilities of Imperial Oil Ltd. at Sarnia, Ont. on January 22. He pointed out that the object of the subsidy program is to spur long-term research and development and not to assist market research nor minor product development and trouble shooting.

Central Labour Bodies Submit Annual Memoranda to Cabinet

Two of the three delegations ask Government to recognize principle of naming labour representatives to public bodies; Canadian Labour Congress devoted seventh of its brief to this subject. Labour Minister replies for Government

Canada's three central labour organizations presented their annual memoranda of legislative and administrative recommendations to the federal Cabinet last month.

The delegation from the Canadian Labour Congress—not as large as last year's whose six hundred was a record—submitted a brief consisting of three parts, the last of which complained that the Government had ignored organized labour when making appointments to boards and commissions. Only seven of the 24-member Cabinet were absent when CLC President Claude Jodoin read the memorandum on March 14.

The other two delegations, from the Confederation of National Trade Unions and from the National Legislative Committee of the International Railway Brotherhoods, met with the Government on March 13.

The Railway Brotherhoods, too, asked the Government to "recognize the principle of

appointing labour representatives to public bodies." They called also for the establishment of a national transportation authority that would incorporate the functions of the present Board of Transport Commissioners but in addition would have jurisdiction of interprovincial and international motor transportation.

The CNTU devoted a large part of its memorandum to counter requests made by the Canadian Chamber of Commerce in its brief last November.

At all three presentations, the Prime Minister had to leave during the reading of the memorandum, and the reading of the Government's reply was left to the Minister of Labour. Hon. George Hees, Minister of Trade and Commerce, and Hon. Leon Balcer, Minister of Transport, also made statements in reply.

Canadian Labour Congress

The Canadian Labour Congress this year divided its annual memorandum to the Cabinet into three sections: domestic affairs, international issues, and its relationship as an institution with the Government. The brief was presented on March 14.

In the section on domestic affairs the Congress commented on the economic situation, secondary industries, social security, labour legislation, the proposed Corporations and Labour Unions Returns Act, broadcasting, immigration, taxation, education, housing, and meat inspection.

In the section on international issues it dealt with economic aid and international political issues. The CLC outlined here a five-point defence program.

In the third section of the brief, the CLC charged that the Government was ignoring organized workers when dealing with matters "of vital concern" to them.

Apart from this criticism, the Congress in its brief had some compliments for the Government. It was gratified to note how many of its proposals for restoring full employment, made to the Senate Committee on Manpower, the Government had adopted.

It was glad to note also that the Government was now supporting President Kennedy's "bold and imaginative" trade policy. It welcomed the increase in old age pensions and in allowances to the blind and disabled. And it welcomed the announcement of proposed legislation to establish a system of contributory pensions superimposed on old age pensions legislation.

The Cabinet was told that, although the Government might insist that the CLC speaks only for members in good standing of its affiliated unions, "the representative character of the Canadian Labour Congress as a spokesman for Canadian workers should not be underestimated."

There is a sufficient community of interest between trade unionists and those workers who do not belong to unions for the Congress to believe that it is expressing a viewpoint held more widely than by its own members, the memorandum said.

Economic Situation

On the economic situation, the brief said: "We are setting new high records in production, but we are not setting new low records in unemployment . . . Even with the upturn in production, it remains true that

our economy is just not growing fast enough to provide jobs for all the people who are looking for them."

The CLC proposals made to the Senate Committee on Manpower that the Government had adopted, the brief said, were: a considerable expansion in the public sector of the economy; temporary deficit financing; a substantial increase in the money supply; narrowing of the Canadian-American interest rate differential; exchange depreciation; broadening of the Municipal Winter Works Incentive Program, "which is now making a substantial contribution to the alleviation of winter unemployment;" extra incentive for new industries in surplus manpower areas; and provision of export credits.

The Congress is particularly glad that fiscal and monetary policies are now marching together, instead of fighting each other, and that the Government has refused to be intimidated by the cries of people for whom deficit financing, any kind, any time, any amount, for any purpose, is still one of the seven deadly sins.

For some years to come, private capital spending will be largely for the replacement of old equipment, because there is already too much unused industrial capacity. Therefore, if there is to be a substantial increase in total demand, "we believe that it must to a considerable extent come from a major increase in social capital."

The Congress regretted that:

- there is still no provision for a Municipal Development Bank;

- so little has been done to further encourage winter construction by introducing seasonal biases into monetary and fiscal policies;

- the Municipal Winter Works Incentive Program remains on a year-to-year basis;

- the definition of "surplus manpower areas" for purposes of double depreciation is so stringent, and there is so little other incentive for new industries to settle in such areas;

- there is still no Capital Projects Commission for the Atlantic Provinces.

"We believe that all the measures you take will be strengthened and given firm foundation by the enactment of a Full Employment Act."

The Congress expressed satisfaction with the continuing increase in Canada's export trade. Welcoming the Government's support of President Kennedy's trade policy, the CLC said Canada could not afford to join any bloc that would discriminate against goods from the United States, from the

European Common Market, or from Japan. "Canada should bend every effort to bargain her way into every possible market."

Secondary Industries

The Canadian market is too small to give Canadian secondary industries the maximum economies of mass production, and other markets are closed by foreign tariffs, the CLC said. A reduction of foreign tariffs might help. But the Canadian market is too fragmented, split up among too many firms.

"One possible approach to this problem might be the rationalization of those industries that consist of small and inefficient production units; that is, concentration of production in one or a few efficient units." This would require changes in the Combines Act, the CLC pointed out.

Another CLC suggestion was that thought be given to the possibility of arranging with counterpart companies in the United States or elsewhere to assign production between the two countries on an open market basis.

Any changes made necessary by these suggestions must be made gradually in order to avoid sudden large-scale market disruption. Alternative jobs must be available for workers displaced by the changes, and such workers must be trained for the jobs available and maintained while training, the brief declared.

Social Security

There are gaps in Canada's social security system that need to be filled, and deficiencies in existing programs, the CLC said.

Although it welcomed the recent \$10 increase in payments to the aged, the blind and the disabled, the Congress believed that benefits should be related to changes in the price level and to improvements in living standards. "The relationship to price levels would afford protection against erosion in purchasing power. The need to assess changes in living standards would provide Parliament with a procedure for orderly review."

Pending the constitutional amendment that would apparently be necessary in order to introduce legislation to establish a system of contributory pensions, the CLC suggested the establishment of consultative machinery "whereby organized labour, management, agriculture and others likely to have a direct interest might discuss the principles on which this legislation might be based."

There has been a lack of systematic planning and conscious design in the development of social security in Canada, the memorandum said.

Labour Legislation

The CLC repeated recommendations it had made in earlier submissions, "since nothing has happened to them in the interval." These included proposed amendments to the Criminal Code to clarify the definition of "mischief," picketing and the role of the union representative; a provision for the check-off of union dues in the Industrial Relations and Disputes Investigation Act; an amendment to the Vacations With Pay Act; enactment of a national minimum wage of \$1.25 an hour and a maximum work week of 40 hours; and enactment of a new Fair Wages Act.

Under the "Labour Legislation" heading, the memorandum called for legislation recognizing the principle and collective bargaining for government employees and granting the check-off to prevailing rates employees who are members of CLC unions. It expressed concern over the Government's change in the method of determining rates of pay for prevailing rates employees in building trades classifications.

Although it had a number of objections to the proposed Corporations and Labour Unions Returns Act, the Congress said it was "prepared to live with it because we have nothing to hide."

But it objected in principle to a Bill that gives the impression that corporations and trade unions are institutions so similar in character that they can be governed by the same legislation. The CLC memorandum pointed out that unions already report their membership figures for publication in *Labour Organizations in Canada*, and that the *LABOUR GAZETTE* describes major collective agreements as they are agreed to. Corporations, on the other hand, "Operate in comparative secrecy."

The Congress urged that it, and other interested parties, be given an opportunity to make formal representations on the Bill, either to a parliamentary committee or otherwise.

Broadcasting

"We are shocked at the obviously deliberate efforts being made to undermine the CBC," the memorandum said. "It is essential that the CBC be preserved and strengthened."

Otherwise, Canada is in danger of becoming culturally an American outpost, it said.

Immigration

The new regulations under the Immigration Act represent a change for the better, the Congress said, but "we are reluctant to voice a stronger opinion until they have withstood the test of application."

Despite this gratification, the CLC expressed disappointment that the Immigration Act itself has remained unchanged.

Taxation

The burden of taxation is not distributed as equitably as it might be, the memorandum said. There are loop-holes in the Income Tax Act that should be plugged, and there should be a capital gains tax. Greater relief should be afforded those with lower incomes, both by reducing the impact of the sales tax and by a reduction in the income tax rate.

The Congress mentioned recent "propaganda" for a reduction in the corporation income tax as an inducement to greater capital investment and for replacement of the present progressive income tax by a flat tax rate. "This is so flagrantly inequitable and reactionary a proposal that we feel inclined to assume that it would receive no serious attention from your government."

Education

On education the Congress said that, because the standard of education varies between provinces and because a great many children who could benefit from additional education have left school, "the federal Government can and should intervene."

Grants-in-aid could be used to raise standards in poorer provinces and otherwise broaden educational opportunities. University grants, valuable as they may be, are not enough.

The Government should ensure that every child is able to acquire all the education he can assimilate, and should encourage the provinces to make this their goal too.

Other Recommendations

The problem of adequate housing at a reasonable cost for those with lower income remains largely unsolved, despite the large volume built since the war. "We wish to urge you to place an increasing emphasis on low rental and subsidized housing," the CLC said. It also said the Government should give attention to the problem of urban blight.

The Congress urged the federal Government to consider "the establishment of an Air Transport Industry Council composed of representatives from government, aircraft producers, air lines and interested trade unions, to review and anticipate aircraft needs in Canada."

Other recommendations dealt with legislation leading to the elimination of trading stamps; effective control over the drug industry; regulation of private pension plans;

all possible steps to safeguard, maintain and expand a healthy, efficient textile industry; a national advisory committee on fair employment practices; and the establishment of a Canadian deep-sea fleet.

The memorandum called for more effective co-ordination between the National Employment Service and vocational training programs.

International Issues

In the second of the three divisions of its brief, the CLC commended the Government for its support of the United Nations.

While looking toward universal disarmament, Canada would not serve the cause of peace by a policy of armed neutrality or by unilateral disarmament, while the rest of the world remains fully armed. Until world disarmament is achieved, Canada must maintain, consistent with her resources, an effective military establishment which can be useful to herself, her allies and the United Nations.

The Government was urged to review its defence budget and policy, keeping in mind the following:

1. Refusal to permit nuclear weapons on Canadian soil or in the hands of Canadian forces;
2. A critical examination of Canada's commitments under NATO and NORAD;
3. Elimination of frills and waste from our defence expenditures;
4. A substantial reduction in defence expenditures and the transfer of such funds to the public sector at home and to increased aid to economically less-developed countries abroad; and
5. A comprehensive national plan for the gradual channelling of defence expenditures into constructive peaceful projects, thereby avoiding sudden economic dislocation should universal disarmament be achieved.

Previous requests for assistance to economically underdeveloped countries have been answered, but the volume of aid should be much greater, the Congress declared. "The target figure should be a sum equal to at least one per cent of our national income."

An additional need is for a pool of experts ready on short notice to be sent on specific assignments to underdeveloped nations, and the Government should undertake a training program for candidates chosen for such tasks.

In addition, a number of international political issues merited the Government's consideration. These included peace between Israel and the Arab States, freedom of navigation in the Suez Canal, recognition of the People's Republic of China and its

admission to the U.N., reunification of Korea and of Viet Nam, self-determination for the people of Tibet and Algeria and all colonial people, and the preservation of the borders of India, now under attack by Communist China.

The CLC and the Government

The Congress allotted more than seven pages—one seventh of its brief—to the kind of relationship that exists between the Government and the CLC. "This issue has the appearance of being of concern only to the Canadian Labour Congress itself but in reality is more pervasive in its effect. . . it represents in broader terms the attitude of governments toward voluntary associations."

Speaking bluntly on what it described as a grievance, the CLC said:

It is a regrettable fact that so far as your government is concerned, the Canadian Labour Congress and organized labour in general are institutions frequently to be ignored when you are considering issues of national importance. Time after time, on the question of appointments to royal commissions and to consultative and other bodies, organized labour has been either completely by-passed or the selection of trade union representatives has been such as to lead to no other conclusion than that it was based on political considerations. . .

Where the organized wage-earners of this country are concerned, they are consistently deprived of the right to have their viewpoint represented even on issues where they are most directly and vitally concerned.

One example cited by the Congress was the appointments to the Royal Commission on Health Services. Appointed were representatives of the medical, dental and nursing professions, business, universities, with a judge as chairman. Neither agriculture or labour is represented.

But of even more vital concern to union members was the investigation being made by the Committee of Inquiry into the Unemployment Insurance Act. More than 4,000,000 wage and salary earners contribute to the fund, "yet there is not a single member of that Committee, however qualified in every other respect, who can claim to represent the employee interest."

The Government's failure to consult the Congress for nominees to various commissions "indicates a deliberate policy of by-passing the Congress wherever possible," the memorandum said.

One notable exception to this policy acknowledged by the CLC was the appointment of labour members to trade missions sent abroad by the Department of Trade and Commerce.

"It has occurred to us that this policy of indifference to the views of organized labour may spring from the fact that the Canadian Labour Congress has in the last few years been involved in the formation of a new political party," the memorandum said. "The Congress has no apologies to make for actions which followed convention decisions." In taking such action, it has followed examples set by the trade union movements of Great Britain, Australia, New Zealand, Sweden, Holland and other countries of the free world.

The Government's Reply

Because he had to leave, the Prime Minister left the Government's reply to Hon. Michael Starr, Minister of Labour.

To the charge that the Government was ignoring organized labour when making appointments to boards and commissions, Mr. Starr pointed out that the Government had appointed 49 "good trade unionists" since it took office. Most of these appointments were made after consultation and agreement with the CLC.

"The Government cannot bind itself to accept all CLC recommendations and only CLC recommendations. No one body can claim the exclusive and final right to make nominations to public office—nobody except the Government... This duty cannot be abrogated to any other organization or group."

In the rest of his reply, Mr. Starr dealt with that part of the CLC brief that dealt with domestic issues.

He found it strange that in one place in the brief "the Government is paying considerable attention to the recommendations of the Congress" but in another that "the Government is paying no attention whatsoever to the opinions, either of the Congress or of organized labour in general."

The Minister then listed several items in the Government's program with which the Congress had expressed support.

When referring to the CLC comments on old age pensions, Mr. Starr told the delegation "something that probably you do not know." Of the supplementary pensions paid by some provinces, the federal Government pays 50 per cent, he said.

He referred to the announcement in the Speech from the Throne that a National Welfare Council would be set up. To the Council would be referred all social legislation, which the brief had said was a patchwork.

The Minister of Labour expressed surprise that the Congress had not dealt to any great extent with automation, "which President Kennedy just some few weeks ago described as the supreme domestic challenge of the sixties." Nor was there a reference in the brief to "the massive training program that will provide facilities for an additional 100,000 Canadians through new and additional construction of some 245 schools across this country."

"This comprises an expenditure of some \$270 million, with the federal Government commitment being more than \$180 million. This is going to be done on or before March 31, 1963."

He reminded the labour delegation that he had written to the provinces concerning an increase to \$50 a week, of which the federal Government pays 75 per cent, in the allowance paid to a person undergoing training. "We realize we must also give an incentive to the worker to take up" training in industry.

"Unemployment remains a very serious problem," the Minister declared. There has been a continuing improvement in the economic situation, however. January unemployment was at the lowest percentage in any January since 1957. There were 161,000 more Canadians at work than in January the year before, 600,000 more than in January 1956. There were 148,000 fewer unemployed than at this time last year and 45,000 more jobs in manufacturing than a year ago.

Referring to the Municipal Winter Works Incentive Program, Mr. Starr pointed out that more than 2,500 municipalities were participating this year, and that something over 121,000 jobs were being provided.

The enforcement of a Full Employment Act, suggested by the CLC, "would be impossible without full regimentation of the economy." And without full enforcement, "such an Act would be meaningless and would become simply window-dressing."

About Bill C-38 he said only that it places labour unions and corporations on the same footing "in so far as public responsibility is concerned."

When replying to the CLC remarks on Newfoundland labour legislation, Mr. Starr revealed that the government of Newfoundland had recently made certain commitments, and that these had been submitted to the ILO Governing Body, which had approved the report. "We acted as a go-between to get this information," the Minister said.

Claude Jodoin

After hearing from Mr. Starr, and from Hon. Léon Balcer, who spoke briefly in French, Claude Jodoin spoke. He commented that the Government had answers ready, and wondered if the Congress had been right in letting the Government have copies of its brief in advance. Would it be

possible for the Congress to have the Government's reply in advance, he asked.

He said the question of labour representation on government bodies was a question of principle. The Congress did not question the individuals who had been appointed. But "in nominations of this sort, no matter how competent they may be, the individuals do not count; it is, necessarily, what they represent."

Confederation of National Trade Unions

The Confederation of National Trade Unions launched a counter-offensive to the Canadian Chamber of Commerce "Operation Freedom" in its annual memorandum presented to the federal Cabinet on March 13.

Charging that the Chamber has shown "stinginess and social conservatism" in its recommendations on labour matters and accusing it of "McCarthyism" in using myths as arguments in its defence of free enterprise, the brief rose to the defence of state intervention in such matters as broadcasting, film making and public printing.

The CNTU delegation, more than a hundred strong, was led by General President Jean Marchand. The brief was read by the secretary, Marcel Pepin.

The delegation was received by Prime Minister John Diefenbaker accompanied by nine members of his Cabinet.

The official welcome was extended, in French, by the Minister of Transport, Hon. Léon Balcer, who said that one of the reasons for the optimism that exists over the economic situation of Canada today is due to the close co-operation that exists between the Government and labour unions.

In his introduction to the brief, President Marchand noted that his organization, 110,000-strong and grouping more than 550 unions, is authentically Canadian and that it attempts to reflect "not only the needs of the Canadian workers but also their philosophy of life and their understanding of politics."

The main recommendations of the memorandum concern the banning of nuclear weapons, the need for full employment and economic planning, the implementation of a national health insurance scheme, the regulating of television programming and the financing of electoral expenses.

The CNTU Brief

Nuclear Weapons

The CNTU reiterated its opposition not only to the production and the stockpiling of nuclear weapons on our territory but also to their use by Canadian armed forces.

Stating that the problem posed by nuclear weapons to the conscience of mankind "is of such a magnitude as to throw all other problems in the background," the brief stated that only an enlightened world opinion will prevent over-all destruction. It added that Canada must not only oppose the enlargement of the "nuclear club" but must also proceed to its dissolution.

Canada's Economic Future

The CNTU called for "a realistic and progressive economic policy" to eliminate unemployment and to improve Canada's standard of living. As Canada can not achieve this alone, the brief suggested that the choice is between joining the existing economic blocs or working toward the creation of a new common market. Failing this, the CNTU fears that Canada will be pushed into a customs union with the United States, and that this would result in political integration.

On the subject of American domination of our economic life, the CNTU emphasized that "it is unacceptable that head corporations in the United States prevent Canadian subsidiaries from having access to certain foreign markets which they retain for themselves."

The brief praised the Government for its stand on trade with Cuba and China while asserting that this position should not be construed as a show of hostility toward the United States. "Our friendly relations must be based on the postulate that we are a sovereign country wishing to remain so," the CNTU said.

Economic Aid

Drawing attention to the joint campaign launched by the ICCTU and the ICFTU to restore union and political freedom in Spain, the CNTU called upon the Canadian Government to support this initiative "by every means within its power."

At the same time, the CNTU expressed the wish that Canada increase its aid to underdeveloped countries, suggesting that this help should amount to at least one per cent of our national income.

Unemployment

The CNTU again called for "a rational and ingenious organization of the economy" as a cure for unemployment.

After stating that it is imperative that full employment be achieved in Canada, the brief said that the theory of *laissez-faire* has become obsolete because "in the industrial and commercial activities of a nation there are much more important values at stake than the freedom of the few to act according to their whims or their short-sighted interests."

After charging that the Government has not devoted the efforts required to solve unemployment, the brief added:

For many years, we have been suggesting the creation of a National Economic Advisory and Planning Council which, in conjunction with provincial and municipal governments, would think out our economy and advise the government on the most appropriate measures to be adopted for achieving full employment and insuring a sufficient and constant economic growth. The problem is of such importance that the Government should also set up a Department of Economy to apply investment and territory-planning policies elaborated according to the plan which we have just briefly outlined.

Financial assistance to municipalities, to better allow them to benefit from the Winter Works Incentive Program, was also urged. The CNTU suggested that the Government, either directly or by offering guarantees to financial institutions, should make it easier for municipalities to borrow at low interest costs for undertaking or completing useful public works.

Shipping

Withdrawal from the Commonwealth Shipping Agreement of 1931 was again urged by the Quebec labour body.

While it welcomed the Government's decision to provide subsidies for the Canadian shipbuilding industry and to restrict coastal trade on the Great Lakes and in the St. Lawrence River to ships built and registered in Canada, the CNTU said that it was concerned over the number of British vessels that would again operate, next season, on the Great Lakes.

The brief noted also that the repeated demands for labour representation on the Canadian Maritime Commission, the establishment of the shipbuilding industry under the federal labour code, and the abolition of the "target incentive system" still remain unanswered.

Chamber of Commerce Brief

The CNTU devoted a large portion of its brief to refute assertions made by the Canadian Chamber of Commerce in its presentation to the federal Cabinet last November (L.G., Dec. 1961, p. 1258).

Charging that the Chamber had embarked on a systematic drive to restrain the intervention of the state in Canadian economic life, the CNTU came to the defence of such bodies as the National Film Board, the Canadian Broadcasting Corporation and the Queen's Printer.

After pointing out that labour bodies in Canada do not call for the complete socialization of our economic life and that Canadian workers had always recognized the role of private enterprise, the brief argued that "we can not accept that an interested group should call for the abolition of public enterprises at a time when every informed citizen recognizes that the public sector of our economy must indeed be reinforced in order to achieve a fair balance."

The CNTU also said that the Chamber's "Operation Freedom" smacked of "McCarthyism." The brief challenged the Chamber to show, as it has claimed, that "governmental action necessarily reduces the sense of initiative."

The best defence against communism, asserted the CNTU, is the elimination of social injustice in our country as well as in the rest of the world.

The brief also objected to some of the Chamber's suggestions regarding labour-management relations.

It found odd the fact that the Chamber, while advocating the withdrawal of the Government from a number of fields it has occupied for years, begged for increased intervention in labour matters.

In refuting some of the suggestions of the Chamber, the brief pointed out:

To order a vote during a strike, at any time the employer chooses, is tantamount to handing over to one of the two enemies in a time of conflict the strategy of the other.

To ban sympathy strikes and to restrict picketing would destroy the very essence of trade unions which rests on the solidarity of workers.

To allow appeal of the decisions of the Labour Relations Board and of arbitration boards over legal points would tend to make wholly intolerable the already protracted delays in procedures.

Board of Broadcast Governors

The CNTU strongly opposed any "show of tolerance" by the Board of Broadcast Governors toward the private radio and television stations because of the stations' difficulty in financing their operations. Were the Board to reduce the standards it has set

because of financial difficulties faced by some stations, the brief argued, it would be failing in its duty.

"Private station-owners must accept to bear the consequences of competition, whether it means making profits or suffering losses," added the brief.

The CNTU went on record in support of the "Canadian content regulations."

If private enterprise is unable to comply with these regulations due to economic conditions, the CNTU suggested that this would be "indisputable evidence of the need to resort exclusively to public enterprise in the field of television."

Election Expenses

On the eve of a federal election, the CNTU expressed regret that the law has not yet been amended in order to set a maximum that candidates and electoral parties can spend and, at the same time, to insure payment, by the State, of basic expenses incurred by all "serious" candidates.

Corporations and Labour Unions Returns Act

In referring to the proposed legislation calling for unions to make public certain information regarding their structure, constitution and financial affairs, the CNTU stated that it has no objection, being a democratic organization, to doing so.

However, it did call for legislation placing companies on the same basis as unions.

Mr. Marchand also raised the status of such legislation in respect to unions not falling under the jurisdiction of the federal Government. He suggested that such legislation, regarding unions operating within provincial jurisdiction, would be *ultra vires*.

Earlier Recommendations

The second part of the brief, which was not read, contained a review of the various representations that the labour body has made to the federal Government in the past. It outlined the views of the CNTU on such varied matters as automation, the productivity council, the price spreads on food products, the arbitration of prices, lotteries, pensions and the handicapped.

The Government's Reply

In the absence of the Prime Minister, who had to leave in the middle of the presentation, the Government's reply to the brief was given by the Minister of Labour, the Minister of Trade and Commerce, and the Minister of Transport.

Hon. Michael Starr

The Minister of Labour, Hon. Michael Starr, dealt at length with a number of problems raised in the brief. On unemployment he gave the January employment figures and pointed to the success of the Municipal Winter Works Incentive Program. (These figures were given also to the Canadian Labour Congress; see above.)

He did say that unemployment "remains one of the most urgent issues of our time." But the Government had taken some action. He mentioned especially incentives for research, easement in corporation taxes, incentives for industry to establish themselves in areas where unemployment has been chronic over the years, loans to small businesses and increased lending power for the Industrial Development Bank.

The Minister referred to the fact that the Throne Speech, this session, indicated that the Government is seeking the concurrence of the provinces for the necessary constitutional amendments that would permit the introduction of a contributory system of old age pensions and related survival and disability benefits.

Touching on the problem of automation, Mr. Starr said a recent study in the United States showed that there are some 25,000 people displaced every week because of automation. The Productivity Council, he suggested, by giving labour and management an opportunity to meet and to voice their views, should help produce solutions.

One of the major necessities with regard to automation is the upgrading of the labour force. "New skills, new training and new techniques must be invoked in order to keep pace with new technology," said the Minister.

He added:

We have embarked upon the most massive training program that has ever been undertaken in this country, at any one time, which will, within a few short years, change the complexion of the labour force in so far as the basic skills are concerned.

He spelled out the Government's program as follows:

—We have tackled the older worker problem through an educational process;

—We have directed our attention to the youngsters, who may be dropping out of school, to complete their education;

—We have given the provinces an incentive of 75 per cent of the cost of training unemployed workers;

—We have embarked upon a capital program with the objective of providing new schools, new equipment and fully trained teachers.

Hon. George Hees

As Minister of Trade and Commerce, Hon. George Hees commented on two problems raised by the brief: the European Common Market and exports.

To join the European Common Market, warned the Minister, would mean that Canada would have to compete on a free trade basis with European industries that enjoy four advantages. These advantages he characterized as technological skill, low wage rates, great efficiency, and real effective co-operation between labour and management.

As to joining a North Atlantic Common Market, Mr. Hees pointed out that the United States, with a gross national product 15 times that of Canada, would have to increase its production only one fifteenth to supply the Canadian market.

Mr. Hees also recalled that while a common market means free trade for the participants it implies at the same time the erection of a common external tariff against other trading nations, many of them traditional customers of Canada.

Nevertheless, the Minister stated that Canada has tackled the problem of unemployment by reducing imports and increasing exports. "In five years our exports have increased by 20 per cent and our imports have increased by only 3½ per cent," he said.

In terms of jobs, this means just this, that today we are producing 800 million dollars more of goods in Canada, with Canadian labour, than in 1957. The year before we took over, we were buying 713 million dollars more goods than we were exporting and giving jobs to people outside of Canada. Today, we are now manufacturing 800 million dollars more goods in Canada than we were in those days and Canadians are getting those jobs.

In concluding, Mr. Hees emphasized that Europe's recovery was due less to the Common Market than to the fact that "in every industry, in every factory, labour and management sit down at the same table. That is what we Canadians must do," he advised.

Hon. Léon Balcer

Speaking in French, the Minister of Transport restricted his remarks to the shipbuilding industry and the Commonwealth Shipping Agreement.

Hon. Léon Balcer disclosed that the Canadian shipbuilding industry is presently at work on 119 ships, worth 108 million dollars. He added that the Maritime Commission is also studying 40 more applications calling for an expenditure of another 16 million dollars.

The Minister disclosed also that Canada has asked the signatories of the Commonwealth Shipping Agreement to release her from her obligations. Only two Commonwealth countries have not yet agreed and their consent is expected in a matter of weeks.

"As soon as we have this consent," said Mr. Balcer, "we will introduce the required legislation to restrict to Canadian-built and Canadian-registered ships our inland waters from the line of Cap-des-Rosiers-Havre Saint-Pierre."

Hon. Jacques Flynn

At the request of the Prime Minister, the Minister of Mines and Technical Surveys, Hon. Jacques Flynn, expressed the thanks of the Government for the brief and the impartial fashion in which its representations were made.

Chiding the President, who had commented that the next election was to be fought over unemployment, Mr. Flynn suggested that it might be more profitable if employment were discussed.

Mr. Marchand's Answer

The President of the CNTU, in the light of the Government's reply, praised what is being done in the field of vocational training but commented that to have "learned unemployed" is not the solution and that the efforts of the federal Department of Labour will be fruitful only to the extent that Canada enjoys full employment.

As to the problem of joining a common market, Mr. Marchand recognized that there exist many difficulties but argued we will have to face these difficulties sooner or later. He also remarked that low wage rates, while a factor, are not that important, as the United States, with the highest wage rates in the world, are still the biggest industrial nation.

International Railway Brotherhoods

The National Legislative Committee of the International Railway Brotherhoods presented its annual brief to the federal Government on March 13.

The delegation presenting the submission was headed by A. A. Hutchinson of The Order of Railroad Telegraphers, Chairman of the Committee. The delegates were received by the Prime Minister, Rt. Hon. John Diefenbaker, and members of his Cabinet. Accompanying Ministers who replied to the brief were Hon. Michael Starr, Minister of Labour; Hon. Léon Balcer, Minister of Transport; and Hon. George Hees, Minister of Trade and Commerce.

In its brief the Committee recommended revision of the Unemployment Insurance Act and expressed concern over the depletion of the Unemployment Insurance Fund. It noted "with satisfaction that it is intended to revise and amend the Immigration Act," asked for more vocational training, requested more income tax exemptions. The Brotherhoods expressed alarm at some recommendations of the Royal Commission on Transportation; requested elimination, in time, of all level crossings; recommended the creation, by Act of Parliament, of a Canadian transportation authority that would incorporate the present functions of the Board of Transport Commissioners for Canada; and renewed efforts to obtain better health and sanitation standards for railway employees.

The railwaymen suggested that all governments "recognize the principle of appointing labour representatives to public bodies, boards and commissions."

Other members of the delegation were: H. E. Campbell, Secretary of the Committee; Brotherhood of Locomotive Engineers; A. R. Gibbons, Brotherhood of Locomotive Firemen and Enginemen; W. G. McGregor, Brotherhood of Railroad Trainmen; T. W. Read, Division No. 4, Railway Employees Department, AFL; and H. A. Stockdale, Brotherhood of Railroad Signalmen. J. A. Huneault, Vice-Chairman of Committee, Brotherhood of Maintenance of Way Employees; and L. J. Wagner, Order of Railway Conductors and Brakemen, were absent.

Unemployment Insurance Act

Although recent statistics showed an improvement, unemployment was still a major problem in Canada, said the brief. In its previous submission, the Committee had commended the Government for its decision to revise the Unemployment Insurance Act;

this year it expressed approval of the appointment of the "Gill" Committee to make recommendations for the revision.

The delegation repeated some of the suggestions it had made to the Gill Committee:

—"Contributions should be collected from the employee and the employer based on all earnings of \$7,200 per year or less."

—Such contributions to the Fund should be on the basis of one third of the total requirements payable by each of the following: employee, employer and government.

—Benefits should be based on two thirds of basic earnings.

—The waiting period should be eliminated.

—Some consideration should be given to providing benefits for insured workers who become unemployed because of illness and disability.

—The subsection on interlocking seniority should be revised.

The brief expressed deep concern over the depletion of the Unemployment Insurance Fund. "We believe this result has come about by use of the Fund for purposes for which it was never intended—"seasonal unemployment" as an example, for which funds were provided from other sources in the past."

The Government was commended for its efforts to prevent defrauding the Fund. "We believe that the results justify activity in that direction."

The Brotherhoods believed the Unemployment Insurance Advisory Committee could serve a more useful purpose if it were enlarged and required to meet more frequently.

Immigration

Unskilled workers should not be encouraged to come to Canada when there were so many of them among the unemployed already, the Brotherhoods stated in their brief. They added that it was a matter of great regret that so many students were leaving high school before graduation and thus have to be considered unskilled.

The brief again urged that the Departments of Labour and Immigration work closely together so that the unemployment situation would be kept in mind.

Education

The Government was commended for "recognizing the necessity to move away from the traditional concepts of education

toward the new concept of continuing education." The railwaymen expressed approval of the Government's financial support to education: to the unemployed while undergoing training, to universities, to vocational training, etc.

"The policy of the Government of Canada and the provincial Governments in regard to training of the unemployed deserves encouragement and support."

The Brotherhoods, pointing out that approximately 70 per cent of the unemployed lack education beyond Grade 8, said that one solution was "to find the means of motivating those presently in the school system to remain there until they are qualified for employment in a highly technological society."

The Government could possibly do more for vocational training, the brief said.

"We respectfully suggest that your Government give consideration to the establishment of facilities designed to co-ordinate existing public and private schemes, develop relative information and publicize same to all concerned," added the brief.

Income Tax Act

Insufficient purchasing power for goods and services was a contributory factor to unemployment, the brief held. "One method of stimulating purchasing power can be accomplished by increasing income tax exemptions, particularly for those with relatively low incomes."

The Brotherhood therefore suggested the following amendments to the Income Tax Act:

—Increasing statutory exemptions to \$1,500 for single taxpayers; \$3,000 for taxpayers having married or equivalent status; and increasing the exemption for each dependent.

—Allowing as a deduction all expenses incurred for meals and lodging by railway workers required to carry out their duties away from their permanent place of residence.

—Allowing as a deduction all expenditures made by the taxpayer for medical and dental expenses for himself and dependents.

The Railway Act

"We do not question the right of railways to make whatever reductions they can to bring about economies in operation but we do feel very deeply that such economies should take into account some humanities and that the welfare of the employees should be given some consideration.

"The second volume of the Report of the Royal Commission on Transportation has done nothing to allay our anxiety but, on the contrary, has increased it," the brief said.

The Report makes no recommendation for taking care of employees who may be forced to change their place of residence when railways abandon branch lines, the Brotherhood asserted.

Concern was expressed also over the recommendation that the Canadian National-Canadian Pacific Act should be repealed; its compensation provisions would be of great value to employees if railway services were consolidated, as the Royal Commission recommended.

Eliminating Level Crossings

After commending the Government for making additional funds available to the Railway Grade Crossing Fund, the Brotherhoods declared that the ultimate solution to the crossing accident problem was eventual elimination of all level crossings.

The delegation suggested that the Minister of Transport ask the Board of Transport Commissioners, in co-operation with the National Research Council, to conduct experiments "as to the practicability of a visible and/or audible warning system at railway crossings for all public-carrying conveyances."

National Transportation Policy

The brief pointed out that railways, like many other industries, "have been caught in the economic squeeze between rising operating costs and diminishing returns; however, railways, unlike most business enterprises, are not free to solve their problems by discretionary action."

Reviewing the legislative railway controls of the past, the brief pointed out that inland-waters transportation, pipe lines, and air transport had been added as subjects of related legislation. "We feel the time has come when Parliament should reconsider the question of control" of interprovincial trucking, the Committee said.

"The National Legislative Committee recommends to the Government of Canada, the creation, by a separate act of Parliament, of a Canadian transportation authority, to combine and include the present functions... of the Board of Transport Commissioners for Canada, and that such transportation authority be empowered to extend its jurisdiction to the regulation and control of interprovincial and international motor transportation."

Health and Sanitation, Railway Employees

Referring to annual submissions of May 1958, January 1959 and February 1960, in which the Brotherhoods requested that sanitary facilities, drinking water, sleeping accommodation, and eating facilities be provided for railway employees, the brief expressed disappointment with the lack of results obtained.

The Prime Minister did announce in 1960 that "turn-around comforts" for railroad employees would be considered by a Parliamentary committee. No legislation was introduced and in its 1961 brief the Brotherhoods repeated its request, pointing out that a sessional committee was authorized to deal only with matters relating to Government-owned transportation services.

The Brotherhoods had received a copy of the report of the Department of National Health and Welfare, which had studied the question, but were "extremely disappointed with the statements and conclusions." The sanitation "standards" referred to in the report failed to cover many of the categories singled out for attention in the Committee's briefs.

There was discrimination in supplying sanitary facilities to air line employees but not to railway employees, the brief contended. The provision for and maintenance of toilet and drinking facilities should be comparable to those provided the travelling public. "The maintenance of these facilities in a sanitary condition could or should be regulated by the Department of National Health and Welfare, in co-operation with other public health authorities."

Citing one of several examples, Mr. Hutchinson said: "With the extension of runs with diesel locomotives, we now have runs, for example between Winnipeg and Sioux Lookout, of practically 300 miles. The men get on that engine in Winnipeg and there are no toilet facilities for them on the engine and they are there for five or six hours. It is not right or reasonable."

Mr. Hutchinson stated that the lack of comfort facilities on diesel locomotives could some day cause an engineer to stop a train and go off in search of public washroom facilities. He said if this condition was not remedied, the unions might instruct their men to stop trains to look for public facilities.

Labour Representation on Public Bodies

"We suggest that all governments should recognize the principle of appointing labour representatives to public bodies, boards and commissions," said the brief, adding that no other person was more familiar with the

needs and views of the worker than his elected representative in the trade union movement. Although the Canadian economy depended on labour, the brief said, its accredited representative had a voice on few public boards and commissions.

Technological Change

The Brotherhoods commended the Government for the machinery and personnel now exploring the labour and social problems that go along with technological change.

The Government's Reply

After the Prime Minister had asked for the list of unfulfilled requests for sanitation measures that Mr. Hutchinson said he had prepared, Mr. Diefenbaker called on the Minister of Labour.

On the Unemployment Insurance Act, Mr. Starr thought it would be inappropriate for him to make any remarks at this time because the relevant points in the railwaymen's brief were similar to those submitted by the group to the Gill Committee, "which has been set up to look into all aspects of unemployment insurance."

He joined the Brotherhoods in their concern over the large number of students who are dropping out of school, and stressed how closely his Department also was concerned with this problem. Technological changes in industry made it more difficult for students to obtain jobs if not properly trained.

His Department had contacted many parents during the past two years, in a Stay in School Campaign, and "there is already a concrete indication that this Stay in School Campaign is bearing fruit," he said. "Anywhere from 25 per cent to 50 per cent increases are shown in school attendance in Grade 13 down. I am sure that this will be a source of satisfaction to you, as it certainly is to the Government."

The Minister of Labour then reviewed the actions the federal Government was taking in vocational and technical training to prepare young people as well as older ones for jobs in a rapidly changing technology. He stressed the incentives being given the provinces to train people. "We have suggested to the Provinces that they pay a man \$50 a week while he is taking his training. If he is a family man he will be able to keep his family together during that period of time. We will pay 75 per cent of the subsistence allowance also."

Under the Technical and Vocational Training Assistance Act some 245 new schools are being built across Canada. These schools will provide facilities for 100,000 students in the technical training field.

In the field of training in industry, the federal Government was studying how, along with the provincial Governments and industry, training plans can be set up in industry "where people are to be displaced by automation. We would rather have them on the job training and ready to fit into another job than to be unemployed."

As to labour representation, "we have been very scrupulous and careful and attentive to see that labour has its representation." In the Department of Labour alone, he added, there were 30 labour representatives on various committees.

The Minister of Trade and Commerce, who had formerly been Minister of Trans-

port, pointed out that on every trade mission sent abroad, there is at least one labour representative.

The Minister of Transport told the delegation that the "important and difficult problems" they had raised were going to be dealt with "in a very comprehensive fashion." The problem of Section 182 was to be studied by the Standing Committee on Railways, Canals and Telegraph Lines at this Session.

Mr. Balcer thought the Brotherhoods suggestion about a warning system at railway crossings for all public carrying conveyances was "an extremely sound proposal."

Here Mr. Hutchinson drew attention again to the delegation's requests concerning Section 182 of the Railway Act, giving a history of the section and citing instances in which the railways had evaded its requirements.

Three Provincial Labour Federations Present Annual Briefs to Government

Quebec Federation of Labour proposes direct government intervention in economy
N.S. Federation demands immediate action to solve "serious employment crisis"
Alberta Federation calls for implementation of five-day, 30-hour work week

Quebec Federation of Labour

The Quebec Federation of Labour (CLC) presented its annual brief to the Government of Quebec on February 26. The delegation from the Federation, representing 235,000 members, was led by Roger Provost, President.

In its brief, the QFL requested:

- Direct government intervention in the economy, and increased nationalization.

- Inter-Government co-operation (the European Economic Community was cited as a model).

- Expansion of the provincial Government's planned public-private investment corporation to enable the investment of the savings of Quebec residents in industry in the province.

- Establishment of a steel industry in Quebec.

These measures were essential in the fight against unemployment in Quebec, the QFL said.

Labour reforms requested in the brief included:

- Drafting of a "coherent and equitable" labour code;

- Abolition of last year's amendment to the Labour Relations Act (Bill No. 78)

that provides for compulsory arbitration and the banning of strikes during the term of a collective agreement;

- Recognition of the right of provincial civil servants and of forestry workers to belong to labour unions;

- Limitation of the number of professional corporations, the members of which are exempt from the provisions of the Labour Relations Act;

- Extending to union organizers the right to enter forestry camps.

Other requests in the brief called for the establishment of portable pensions, the introduction of a complete health insurance scheme, and an investigation into drug prices.

Further, the Federation requested restrictions on real estate speculation, lowering of income taxes, and the introduction of a government-operated automobile insurance plan similar to that of Saskatchewan.

In presenting its brief, the Federation expressed "deep disappointment" with the "superficial and late action, not to say opposition to progress, of the federal and provincial governments in connection with unemployment."

Nova Scotia Federation of Labour

In its annual brief to the provincial Government, presented in February, the Nova Scotia Federation of Labour emphasized the "serious crisis" that existed in the Province.

In the Sydney area, 23.5 per cent of the work force was unemployed during December and the figure was rising closer to 28 per cent at the time the brief was presented, the Federation said. It demanded immediate action to expand and diversify the Nova Scotia steel industry and to ensure its competitive position in domestic and export markets.

The brief requested the establishment by the federal Government of an industrial development planning board for the Atlantic Provinces together with a capital development fund, and the adoption of trade and fiscal policies suited to the geography and natural resources of the area. It also called for the use of international credits for underdeveloped countries.

The labour delegation asked the Government to take whatever steps were needed to keep the New Waterford No. 16 colliery in operation.

"We maintain that the solution to unemployment and economic decline does not lie in winter works projects alone, but rather in long-term planning for industrial develop-

ment and in immediate stop-gap measures for the areas of the province where a depressed condition exists."

The brief declared that increasing productivity would not solve the unemployment problem. "On the contrary, unless the economy grows fast enough to absorb the redundant workers in the same or other industries, increasing productivity reduces job opportunities."

The Federation urged the establishment of a fisheries research centre at Glace Bay, and that every effort be made to put the fishing industry in a stronger economic position. It requested the provincial Government to ask the federal Government to have the 12-mile limit apply to foreign draggers as it currently applies to Canadian fishing vessels.

The brief, presented by Ed Johnston, President of the Federation, made specific proposals to spur industrial development in the province. These included establishment of a gypsum processing plant, extension of the federal shipbuilding subsidy to apply to wooden-hulled vessels, and government operation of all power generating and distributing utilities in Nova Scotia in order to be able to offer lower rates to new industry.

Alberta Federation of Labour

A brief presented by the Alberta Federation of Labour in January to the Alberta Government requested the establishment of a five-day, 30-hour week with the same pay. Such a step would help solve the unemployment problem, the Federation said.

Criticizing the amendments made to the Alberta Labour Act in 1960, the labour delegation called for a number of changes in the Act. The changes concerned:

- An overhaul of bargaining rights,
- Improved methods of certification,
- Improved methods of taking strike votes,
- Measures to counteract the hiring of "professional strikebreakers" by employers,
- Measures to ensure closed shops.

The Federation urged implementation of anti-discrimination legislation, and called for legal barriers against the employment of youths under 16 to work on construction or similar projects and against the hiring of girls under 18 for restaurant work.

Rigid enforcement of the Lord's Day Act to curb construction work on Sunday was also requested.

Additional requests in the brief were for improved health standards in work camps; the entire financing of education by the provincial and federal Governments; the adoption of the Hansard procedure in the Legislature; and introduction of specific highway safety measures.

Sanitation and health standards in "temporary" work camps were criticized in the brief and remedial action requested. Some camps had actually become permanent, but were still lacking satisfactory sanitation facilities and offered only cramped quarters.

Dealing with highway safety, the Federation asked that greater care be exercised in granting licences, that motor vehicle inspection centres be established throughout the province, and that registration offices be established to ensure that commercial drivers would not exceed 10 hours driving without having eight hours rest. Also suggested was a compulsory Government-sponsored car insurance plan based on the Saskatchewan pattern.

The delegation from the Federation was headed by President Jack Hampson and Secretary F. C. Bodie.

Industrial Fatalities in Canada during the Fourth Quarter of 1961

Deaths from industrial fatalities numbered 235 during fourth quarter last year, a decrease of 44 from previous quarter and of 13 from same quarter of 1960

There were 235* industrial fatalities in Canada during the fourth quarter of 1961, according to the latest reports received by the Department of Labour. This is a decrease of 44 from the previous quarter, in which 279 were recorded, including 48 in a supplementary list. In the fourth quarter of the previous year, 248 fatalities were recorded.

During the quarter under review, one accident resulted in the deaths of three or more persons. On December 6, four crew members of the herring seiner *Cape Norman* were lost when the vessel sank in the vicinity of Maude Island, B.C.

Grouped by industries (see chart page 417), the largest number of fatalities, 51, occurred in the construction industry. Of these, 20 were in buildings and structures, 10 in highways and bridges and 21 in miscellaneous construction. For the same period of the previous year, 50 fatalities were recorded: 31 in buildings and structures, 13 in highways and bridges and 6 in miscellaneous construction. During 1961's third quarter, 80 construction fatalities were listed: 32 in buildings and structures, 22 in highways and bridges and 26 in miscellaneous construction.

There were 37 fatalities in the transportation, storage and communication industry during the quarter; 15 of these were in railway transportation, 8 in water transportation, 8 in local and highway transportation, 3 in air transportation, 2 in storage and 1 in telegraphs and telephones. Fatalities recorded in this industry for the same period in 1960 numbered 23, of which 8 were in local and highway transportation, 6 each in railway transportation and water transportation, 2 in air transportation and 1 in storage. During the third quarter last year, 36 persons were killed in this industry: 12 in local and highway transportation, 9 in steam transportation, 8 in air transportation, 5 in water transportation and 1 each in storage and the unclassified category.

*See Tables H-1 and H-2 at back of book. The number of fatalities that occurred during the fourth quarter of 1961 is probably greater than the figures now quoted. Information on accidents that occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 47 fatalities for which no reports have been received.

The 35 fatalities that were recorded during the fourth quarter in the manufacturing industry were distributed as follows: 9 in wood products, 5 in transportation equipment, 4 each in paper products and iron and steel products, 3 each in food and beverages, non-metallic mineral products and chemical products, 2 in non-ferrous metal products and 1 each in textile products and printing and publishing. During the same period of the previous year, 43 fatalities were recorded; 12 were in iron and steel products, 7 each in food and beverages, wood products, and transportation equipment, 2 each in textile products and paper products and 1 each in non-ferrous metal products, electrical apparatus products and non-metallic mineral products. Accidents during the third quarter of 1961 resulted in 56 deaths: 23 in iron and steel products, 6 in chemical products, 5 each in food and beverages, wood products and transportation equipment, 3 each in paper products, non-ferrous metal products and miscellaneous manufacturing, 2 in non-metallic mineral products and 1 in electrical apparatus.

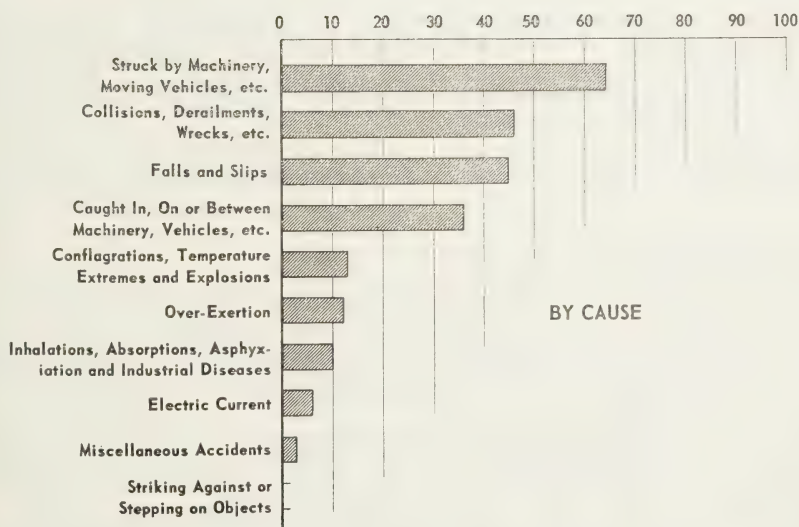
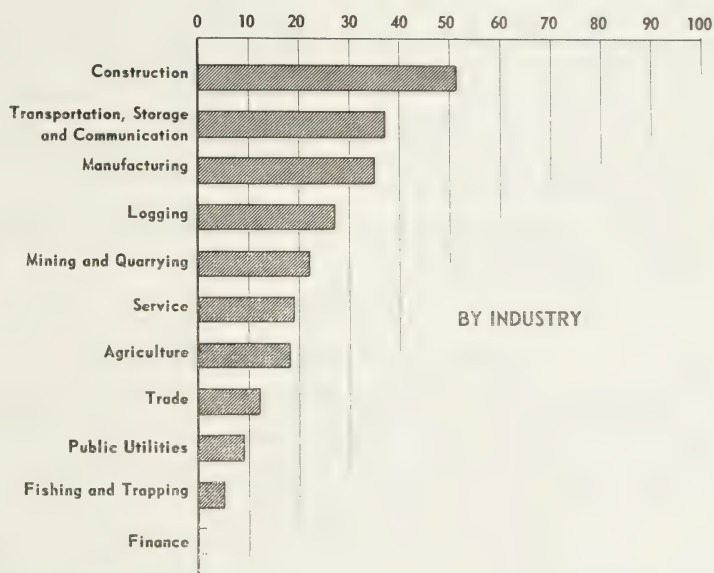
The number of fatalities recorded in logging during the quarter was 27, the same as during the fourth quarter of 1960 but an increase of 5 from the 22 listed during the third quarter of 1961.

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

INDUSTRIAL FATALITIES IN CANADA

Fourth quarter of 1961



SOURCE: ECONOMICS AND RESEARCH BRANCH, DEPARTMENT OF LABOUR.

Twenty-two fatalities were recorded in the mining industry: 12 in metal mining, 6 in coal mining and 4 in non-metallic mineral mining. During 1960's fourth quarter, 45 fatalities occurred: 29 in metal mining, 5 in coal mining and 11 in non-metallic mineral mining. Twenty-eight fatalities were listed for the third quarter of 1961: 19 in metal mining, 3 in coal mining and 6 in non-metallic mineral mining.

An analysis of the 235 fatalities during the fourth quarter (see page 417) shows that 65 (27 per cent) were the result of being "struck by" different objects: 47 were in the category "other objects", 9 were caused by "moving vehicles" and 8 were the result of being struck by "tools, machinery, cranes, etc."

Forty-six fatalities were under the heading "collisions, derailments, wrecks, etc.";

31 of them involved automobiles and trucks, 8 involved tractors and loadmobiles, 4 involved aircraft, 2 involved railways and 1 involved watercraft. Forty-five fatalities were caused by "falls and slips," all by falls to different levels. Thirty-six fatalities were the result of being "caught in, on or between." Of these, 15 involved tractors and loadmobiles, 8 involved trains and other railway vehicles, 5 involved machinery, 4 involved hoisting and conveying apparatus, and 3 involved automobiles and trucks.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 81. In British Columbia, there were 57; in Alberta, 31; and in Quebec, 21.

During the quarter, there were 101 fatalities in October, 74 in November and 60 in December.

Immigration to Canada Decreased in 1961

Immigration to Canada decreased by more than 32,000 in 1961, with a total of 71,689 new arrivals recorded during the year in comparison with the 104,111 in 1960. The proportion of immigrants who entered the labour force declined in comparison with 1960, when more than a half (53,573) of the total was destined to the labour force. In 1961, when 34,809 immigrants reached Canada's labour market, 36,880 entered the country as dependents not destined to the labour force.

Manufacturing, mechanical and construction trades remained the most numerous group among the occupational categories with 8,076 persons. For the first time, the professions were second with 6,696 entrants; service occupations that were the second most numerous group a year ago were pushed to third place in 1961 with 6,557 persons on record.

Clerical occupations moved up from fifth to fourth place among the groups with 4,232 immigrants, while the labourer category was reduced to 3,982 in comparison with the 7,482 recorded in 1960, and thus moved from the third to its new fifth place. Agricultural workers remained the sixth, although their numbers decreased to less than half, from 5,321 in 1960 to 2,341 in 1961.

The number of U.K. immigrants dropped from 18,585 in 1960 to 11,870 in 1961; U.S. immigrants increased from 11,247 to 11,516. Almost all other origin areas were down.

Collective Bargaining Scene *(Continued from page 440)*

MONTREAL COTTONS, VALLEYFIELD, QUE.—UNITED TEXTILE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,700 empl.—wage increases for hourly-rated empl. of 8¢ an hr. eff. Feb. 12, 1962 and 5¢ an hr. eff. Feb. 11, 1963; wage increases for empl. on bonus plan of 5¢ an hr. eff. Feb. 12, 1962 and 2¢ an hr. eff. Feb. 11, 1963; empl. will receive 2¢ an hr. for all hrs. worked between Feb. 12, 1961 and date of signing; evening shift premium remains at 5¢ and night shift premium will be 8¢ (formerly 7¢); vacation pay will be 6% of annual earnings after 20 yrs. of service (formerly after 25 yrs.) and 7% of annual earnings after 25 yrs. of service; bereavement pay provision introduced.

NFLD. EMPLOYERS' ASSN., ST. JOHN'S, NFLD.—LONGSHOREMEN'S PROTECTIVE UNION (IND.): 1-yr. agreement covering 1,000 empl.—general wage increase of 2¢ an hr. retroactive to Jan. 1, 1962; employers' contribution to union welfare fund increased to 16¢ an hr. (previously 8¢ retroactive to Jan. 1, 1962; stevedore's new rate will be \$1.90 an hr.

SASKATCHEWAN HOSPITALS, MOOSE JAW, NORTH BATTLEFORD, PRINCE ALBERT AND WEYBURN, SASK.—PUBLIC SERVICE EMPL. (CLC) & CLC-CHARTERED LOCAL (NON-PROFESSIONAL WKRS.): 1-yr. agreement covering 1,000 empl.—wage increase of 2½% retroactive to Jan. 1, 1962; nurses' aides will receive from \$196 to \$244 a mo.

STEINBERG'S LTD., ISLAND OF MONTREAL, QUE.—EMPL. PROTECTIVE ASSN. (IND.): 3-yr. agreement covering 2,400 empl.—wage increases of \$2 to \$5 per wk. eff. September 24, 1962; weekly hrs. reduced from 44 to 42 eff. March 26, 1962, to 41 eff. March 25, 1963 and to 40 eff. March 24, 1964; 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.).

Architectural Barriers to the Handicapped

Disabled persons, fully trained for a job, often find high steps and narrow doorways prevent their entering the building in which a job awaits. Study in the U.S. produces specifications to make building accessible to the handicapped

Barriers presented by high steps, narrow doorways and other features of public buildings frequently obstruct handicapped and senior citizens in their efforts to lead a full and productive life in the community.

Many a disabled person has completed an intensive course of physical restoration and vocational preparation to enable him to resume his place as a wage earner and responsible member of his community only to find his way blocked by architectural features of buildings which prevent his using the building to do a job that he is fully capable of performing. Many a senior citizen has found himself more and more restricted in his participation in church and community life because of the physical strain imposed by stairs.

A recent study in the United States has come to the assistance of the Civilian Rehabilitation Branch in the Department of Labour, the Canadian Paraplegic Association and other organizations in their efforts to remove architectural barriers to the handicapped.

The United States Society for Crippled Children and Adults and the President's Committee on the Employment of the Handicapped co-sponsored a study into the architectural problems faced by persons who use wheelchairs, prostheses, braces or crutches as well as those with poor sight or hearing or poor co-ordination.

After two years of study, the Committee, representative of 48 national organizations, drew up specifications recommended for making public buildings and facilities accessible and safe to the handicapped and infirm.

Standards

These standards, recently approved by the American Standards Association, include:

—The grading of ground to normal entrance level.

Public walks at least 48 inches wide with a grade not greater than 5 per cent.

—Some extra-wide spaces in all parking lots for persons with wheelchairs or on braces or crutches.

—At least one entrance in every building that can be used by persons in wheelchairs.

—Ramps with a gradient of not more than 1 foot in 12 feet, or 8.33 per cent.

—Stair risers of not more than 7 inches.

—At least one hand rail on each stair extending 8 inches beyond both top and bottom steps.

—Lightweight doors not less than 32 inches wide with thresholds as nearly level with the floor as possible.

—Floors with non-slip surfaces.

—Toilets with at least one stall wide enough for a person in a wheelchair.

—Water fountains, public telephones, controls for lights and heat, fire alarms, etc., at a level convenient to a person in a wheelchair.

These standards are being distributed to federal and provincial departments of Public Works, architectural associations and others, who, by their combined efforts can do much to assure that older citizens and the disabled can fully participate in the life of the community.

Recent Applications

That architects and builders are already giving thought to this problem is evident. Three examples from different parts of Canada are:

—The New O'Keefe Centre for the Performing Arts in Toronto has incorporated features to make it readily accessible to persons in wheelchairs or otherwise disabled. The entrance to the Centre is step free: there is not a single step from car to main floor of the theatre. Within the theatre itself eight to ten wheelchairs can easily be accommodated, in an excellent location, at any one performance.

—Fort Garry United Church, the second building in Fort Garry to have a ramp for the convenience of the handicapped—Fort Garry Public Library, opened in 1959, was the first—has just built a Christian Education building with a ramp leading from the main entrance of the church into a hall from which access may be had to either the church or the new building.

—In Halifax a new bowling alley has included street level entrances, easily managed ramps and special facilities in the rest rooms for wheelchair users.

Preparation of Girls for Employment

(Continued from page 394)

On women's participation in unions, Miss Samis said the labour movement had been slow to recognize the change from a male organization that had been taking place. Women tend not to be active members, she said, but when they become convinced of the need for action, they are fully capable of working, "and fighting," alongside men.

Women union members believe there is a need for guidance about further training, express concern for guidance for their children and about better day care facilities, and seek information about automation: whose job will be eliminated?

Miss Duval reported the findings of a survey conducted by the CNTU in 1959 among the organization's women members.

It was apparent she said, that the working woman who did not have the chance to take all the schooling she would have liked found little satisfaction in her work.

Dr. Robinson said that in January 1961 there were 114,000 female teachers, 72 per cent of the total teaching force. This proportion is declining but, at the moment, only slowly. Nevertheless, such a change indicates a need for greater clarity concerning the special role of women in the teaching profession.

Mr. McKim told the meeting that at present the NRC employed 422 women, of whom one third were married. Among them, 21 were professional scientists and 83 were supporting technical staff, mainly laboratory technicians. Only one of the 21 scientists had the classification, Senior Research Scientist.

The small number of women participating in scientific research, he believed, resulted from the small supply of trained women, and the relatively small demand in Canada for trained scientists or technicians. He also cited the prevalent opinion that it was "not as natural for a girl to possess scientific talent as for a boy."

Mr. McKim thought there was a need to improve the teaching of mathematics and to give girls experience in using electronic equipment and in working with machine tools.

In the afternoon, Dr. Bruce McFarlane, Department of Sociology, Carleton University, told of the survey that he and Dr. Oswald Hall had conducted for the Department's Research Program on the Training of Skilled Manpower. In the survey, all persons 21 years of age in an Ontario community were interviewed about their schooling, further training, type of employment they had entered, how they obtained their job, and other facts of their work.

Of the girls in the survey who were then working outside the home, the majority were in white-collar occupations. There were some nurses, some teachers, a small proportion at university, and some in semi-skilled and unskilled occupations. The only skilled manual occupation the girls had entered was hairdressing.

The schools and individual teachers had helped some of the girls find their first jobs but most had found their jobs on their own. Some had been placed by the National Employment Service.

Most of the girls interviewed thought there had been too much emphasis on nursing and teaching in the vocational guidance they received. Even those who had gone on to university thought that guidance officers seemed to know only about the courses leading to high school teaching.

After Dr. McFarlane's talk, a panel of three discussed vocational guidance. They were a high school counsellor, a counsellor from a social service agency, and a women's counsellor from the NES.

The consensus of the meeting was that the home is important in moulding attitudes toward work, that children from families with special problems need special help and guidance, in which the home, school and social agency must co-operate, and that liaison between the NES and the schools was important.

"There was agreement too that prevailing attitudes and practices of our society tend to limit the outlook and opportunity of women in the working world. Programmes of vocational counselling and training should take account of such attitudes and practices and help to free girls and women to develop their full capacities, looking to responsible participation in the social and economic life of the nation."

The Working Women of Belgium

Every fourth Belgian worker is a woman. The more than one million working women make up about 27 per cent of all girls and women over 15 years of age

In Belgium every fourth worker is a woman. These women, more than one million in number in 1960, make up about 27 per cent of all girls and women over 15 years of age.

Where they work: About one-third of the working women of Belgium are employed in manufacturing. Most of these work in the clothing and textile industries, but large numbers are employed in metal working industries, food and beverages, chemicals, electrical apparatus, paper making and book-binding.

Services of various kinds employ almost half of the working women in Belgium. Domestic service alone employs 200,000 women, and large numbers also are engaged in hotels and restaurants. The civil service at various levels of government employs a high proportion of women, as do the health and welfare services and teaching.

Another 13 per cent of working women are employed in commerce, banking and insurance, the bulk of them being engaged in retail selling. Only 5 per cent are employed in agriculture.

Most professional women in Belgium, as in Canada, are either teachers or nurses.

Although it is not possible to obtain statistics on the number of women in the professions, the proportion of girls studying in the various professional schools gives some indication of the trend. In 1959-60, for example, 42 per cent of students in pharmacy were women; 24 per cent of those in journalism; 22 per cent of those in dentistry; 15 per cent of those in law; 13 per cent of those in medicine and 8 per cent of those in actuarial science.

Their marital status: About 36 per cent of working women are married. The law prohibits a pregnant woman from working during the last six weeks before confinement and for six weeks afterwards and employers in industry are required to grant their female employees leave for this period. White-collar workers are entitled to 30 days of paid maternity leave; for the remainder of the leave period the woman worker is paid 60 per cent of her earnings from the social insurance fund.

There are about 55 public crèches in Belgium under the jurisdiction of L'Oeuvre Nationale de l'Enfance, which co-ordinates and inspects all child care facilities. The crèches are located only in the large centres, making it difficult for working mothers,

many of whom live outside the towns and cities, to bring their children to the crèches. Working mothers tend therefore to depend on private nurseries near their homes or on daily baby sitters.

Part-time work exists only on a very small scale and is practically unknown in industry. There is some demand for part-time household help. Some secretaries to professional people, and some teachers and nurses also work part-time. There are a few part-time workers in public service such as the tramway systems, the postal and radio services and the customs administration.

Their participation in trade unions: About 15 per cent of the total trade union membership in Belgium is made up of women. Only one woman worker in 10 is a union member.

Equal pay: Belgium has ratified the ILO Convention on equal pay for equal work. The principle is generally applied throughout the central, provincial and local government services.

The Government has also played an active part in promoting the wider application of equal pay for equal work through the collective bargaining process. In 1956, the Government requested the chairmen of all national joint committees in the various sectors of industry, commerce and agriculture to give special attention to this question and to make every effort to negotiate collective agreements that would reduce progressively any differences between men's and women's wages for work of equal value.

The first general report on equal pay in the country, made in 1957, showed that of the 44 joint committees reporting, the principle was applied in nine sectors and was to be introduced in three more in a short time. In six other sectors, sex differentials had been eliminated by an increase in the minimum wages of women workers.

Many of the committees emphasized the need for job evaluation and classification as a first step toward establishing equal rates of remuneration. Eight of them had initiated such studies. In eight sectors no women were employed and in ten sectors the question had not yet been discussed.

Late last year the Government convened a meeting of the heads of the various joint committees to encourage additional steps toward the implementation of the principle. A further report on the equal pay situation is expected later this year.

Retirement—A Study of British Attitudes

Study by Acton Society Trust of retirement policies and practices in Britain based on questionnaire sent to 60 firms, each with 10,000 or more employees

In undertaking a study of retirement policies and practices in Britain, the Acton Society Trust was concerned with attempting to throw some light on what is both a crucial stage in the lives of individuals and a growing social and economic problem—retirement.

The report of the study* summarizes the evidence derived from various sources, from academic research, and from some first-hand inquiry into the retirement practices of particular firms. In the survey, questionnaires were sent to 60 companies, each of which employed 10,000 or more people. Information was received from 55 of the companies.

The evidence showed that there is apparently no truth in the suggestion that very large companies are more likely to have rigid, rather than flexible retirement ages. Of the 55 firms reporting, only 19 had rigid retirement ages, 1 was in transition to such a policy, 6 had rigid retirement ages for some employees, and 29 had flexible retirement ages.

The companies with flexible retirement policies maintained that they found their elderly workers quite satisfactory and/or that it was management's job to discriminate and, therefore, to decide who should retire and who could continue. They also put forward the more humanitarian reason that people should be allowed to stay at work if they wished and were fit to do so.

The main reasons given for adopting compulsory retirement ages were that it was administratively simpler, facilitated promotion, avoided the problem of discrimination between individuals, and had the advantage of not retaining employees who were inefficient.

The survey indicated that pension and retirement ages were usually five years lower for women than for men. The researchers were surprised with the prevalence of managers' allegations that generally older women were unsatisfactory employees. They, therefore, collected what objective evidence they could find, mainly on sickness rates. This suggested that there seemed to be little medical or even psychological evidence to support the earlier retirement age for women. They are absent more often than

men but the gap between men and women was found to be less in the age group 55 to 59 than in any other. It was considered that there may be social reasons for retiring women earlier, however.

What information was obtained of average retirement ages showed that women, when given an option, chose to retire earlier than men did.

The report points out that in any discussions of the appropriate retirement age for women, the issue of parity with men must inevitably arise because of the extension of equal rights for women. The pro's and con's of parity were debated thoroughly at the 1959 and 1960 conferences of Representatives of Trade Unions Catering for Women Workers. The issue was brought to a head when the Trades Union Congress's National Women's Advisory Committee considered national superannuation proposals. The Committee in its report to the 1959 Women's Conference gave the opinion "that equality as to retirement age is more in harmony with the changed role and status of women in the twentieth century."

The arguments put forward for this view were summarized as follows:

1. National superannuation requires the same percentage contribution for both sexes. The right to the same amount of pension demands the acceptance of the same retirement age.

2. There is a danger of discrimination against women in employment if a lower pensionable or retirement age is enforced.

3. If women are restricted to a shorter working life than men, there is a danger of retarding the general trend toward the establishment of equal pay and of hindering women from obtaining work of equal value with men.

4. An earlier retirement age sometimes deprives women of opportunities for training for promotion and for reaching top positions, and causes wastage of skill and training after premature retirement.

5. There is no evidence that women are less physically capable of continuing work to the age of 65 than men.

6. Women find themselves in an unfavourable economic situation at an earlier age than men, as lower salaries bring lower pensions; even where equal pay operates, women receive lower pensions than men because of earlier retirement.

*Retirement—A Study of current attitudes and practices. The Acton Society Trust, 1960 London, U.K. Price: 5s.

INTERNATIONAL LABOUR ORGANIZATION

Announce Syllabus of First Course at ILO Institute for Labour Studies

"The Labour Force and Its Employment" is theme of 12-week course that begins September 17 and ends December 7. Course will accommodate thirty candidates

The theme of the first course at the International Institute for Labour Studies, to be held in Geneva from September 17 to December 7, will be "The Labour Force and Its Employment." The course will accommodate 30 students.

The course is designed for persons who have already acquired a certain experience with labour problems and who are likely to rise to positions of greater responsibility in the years to come.

Candidates must be sponsored by their employing organization, who must undertake to continue paying their salaries during their absence. The Institute provides travelling expenses and living expenses.

The International Labour Organization Branch of the Department of Labour has sent information material and application forms to the major Canadian organizations of labour and employers, provincial Departments of Labour, the National Productivity Council, the Canadian Federation of Mayors and Municipalities, and the National Conference of Canadian Universities and Colleges.

The first week of the 12-week course will be devoted to a study of the characteristics of economic development. Course participants are expected to be familiar, before arriving, with the characteristics and main problems of economic development. Materials and reading lists will be sent to participants as soon as they are selected.

Two weeks will be devoted to the examination of a wide range of labour problems, including:

- wages and the status of wage earners;
- organization of workers and the functioning of their organizations;
- relations between employers and workers and workers' participation in management and social institutions of the undertaking;

Endowment Fund Donations

Further contributions to the endowment fund of the ILO International Institute for Labour Studies have been announced.

Denmark has decided to contribute \$36,500, Austria to contribute \$19,300, Finland \$15,000, Norway \$26,000, Ireland \$15,000, United Arab Republic \$20,000, and Turkey \$2,500.

Thirty-one countries have now made contributions to the Endowment Fund of the Institute, and donations now total almost \$4 million. The initial target is \$10 million.

social security and welfare;

special labour problems relating to rural areas;

labour problems of economic growth and development planning.

Study of the central theme of the course will cover the remaining nine weeks.

The analysis of this subject will include the distribution of the labour force and its mobility; methods of manpower assessment including the forecasting of manpower resources and requirements; the employment objectives of economic development; manpower planning; and the institutions for the organization of employment such as vocational guidance, vocational training and employment service organizations. It will also cover international standards and the work of the ILO in these fields.

The course will, moreover, examine certain specific problems such as underemployment; the transfer of labour from agricultural to non-farm employment and from rural areas to urban areas; the evolution of a stabilized urban industrial labour force and the problems of transition to it; and the canalizing of labour in particular directions.

The selection of participants will be made by the Director of the Institute.

151st Session, ILO Governing Body

During its 151st session, held in Geneva from February 26 to March 9, the Governing Body of the International Labour Office approved the 1963 budget of the International Labour Organization with only two dissenting votes, those of the Rumanian and U.S.S.R. Government members.

The budget, totalling \$13,606,359, will go to the International Labour Conference in June for adoption. The 1962 budget comes to \$11,115,438.

The new budget calls notably for increased appropriations for the Organization's practical activities in the field of technical co-operation—up from \$656,000 in 1962 to \$1,279,000 in 1963. These credits are independent of those available to the ILO under the United Nations Expanded Program of Technical Assistance and under the United Nations Special Fund.

Early in the session, the Governing Body re-elected David A. Morse as Director-General of the International Labour Office for a new five-year term to begin in 1963. At the previous session of the Governing Body in November 1961, Mr. Morse asked to be relieved of his duties for personal reasons. But on January 9 he informed the Governing Body that, taking into account a number of representations made to him by Governing Body members, he had decided to withdraw his resignation. The Director-General was re-elected by 37 votes. The Governing Body is composed of 40 members, 20 of them representing governments, 10 representing employers and 10 representing workers.

The Governing Body also acted during the session to give effect to the conclusions adopted by various ILO meetings held recently—Meeting of Experts on Electrical Accidents, Technical Meeting on Small-Scale and Handicraft Industries, Meeting of Consultants on the Problems of Young Workers, Fourth Session of the Committee on Work on Plantations, etc.

The Governing Body approved two reports submitted to it by its Committee on Freedom of Association. These reports contained the Committee's conclusions concern-

ing alleged violations of freedom of association in various countries.

The report of the Commission to examine the complaint filed by the Government of Ghana concerning the observance by Portugal of the Abolition of Forced Labour Convention, 1957, was brought to the notice of the Governing Body. The findings of the Commission were accepted by the representatives of the two countries concerned.

The Governing Body decided to refer the complaint filed by the Government of Portugal concerning the observance by Liberia of the Forced Labour Convention, 1930, to a Commission of Inquiry according to the procedure adopted in the case of Ghana's complaint against Portugal.

The Governing Body authorized the Director-General to prepare comprehensive proposals for the establishment of an International Centre for Advanced Training at Turin, Italy, under the auspices of the International Labour Organization. It also approved the convening of a preparatory technical meeting of representatives of the countries interested in the establishment of an Inter-American Vocational Training Research and Documentation Centre.

The Governing Body considered and approved the reports submitted by the Board of the International Institute for Labour Studies relative to the Institute's program and to its budget.

Regarding the program for 1963, the Governing Body approved the Board's proposal to begin research activities in 1963.

By virtue of this decision, Hilary A. Marquand, Director of the Institute, is authorized to hold a special research conference in the spring of 1963. Six or eight leading scholars of established reputation in labor studies in their own countries and who also possess direct experience of countries in course of economic development are to be invited to this conference. They will join in discussion and exchange of ideas with the staff of the Institute, with members of the staff of the ILO and with any members of the Advisory Committee of the Institute who are able to attend.

Tanganyika Becomes 102nd Member of ILO

Tanganyika, admitted to the United Nations on December 14, 1961, has just become the 102nd member of the International Labour Organization.

In a letter to David A. Morse, Director-General of the International Labour Office, Rashidi Kawawa, Prime Minister of Tangan-

yika, stated that his country formally accepted the obligations of the Constitution of the International Labour Organization, and that it continued to be bound by the obligations of the 18 International Labour Conventions that had previously been made applicable to the territory of Tanganyika by the United Kingdom.

Manpower Situation, First Quarter, 1962

Since the low point of the recession, in the first quarter of 1961, economic activity in Canada has been increasing at an encouraging pace. The lost ground in industrial production was virtually recovered by the middle of 1961, and by the end of that year the index (seasonally adjusted) was 4.7 per cent above the previous peak.

Employment showed an impressive advance last year, increasing by 2.1 per cent between the first and fourth quarter. During the same phase of the preceding cyclical upturn, the increase in employment was 1.2 per cent.

Since May of last year, the range of increases in both production and employment has been broader than at any time since 1956. The improvement has been widespread throughout industry.

The recovery appeared to lose some of its momentum early in the first quarter of this year. The seasonally adjusted index of industrial production declined by just over 1 per cent between December and January. Production was off in manufacturing, mining and electric and gas utilities. Housing starts (seasonally adjusted) declined slightly during January for the second successive month.

At the same time, there were many indications of continued strength. Exports were maintained in January at the high level of the fourth quarter. Retail sales held up better than usual in January and February. Motor vehicle production has shown a vigorous upturn, in response to the upward trend in sales; output of motor vehicles in the first quarter was 24 per cent higher than a year ago, and higher than any similar period since 1954.

Non-agricultural employment (seasonally adjusted) increased by just under 1 per cent between the fourth quarter of 1961 and the first quarter of 1962, a considerably larger advance than in either of the two previous quarters. The increase was mainly in service-oriented industries, particularly community and government service, trade and transportation.

Construction employment made its best showing in the current recovery; there was noticeable strengthening in the non-residential sector. In other important industrial divisions, employment did not quite match the levels of the previous quarter. Manufacturing employment fell more than seasonally during January and February, but showed some improvement in March.

During the last nine months of 1961, manufacturing employment rebounded strongly from the recession; the previous peak was surpassed shortly after mid-year.

Employment in mining declined during the opening quarter of 1962 after showing renewed strength during the third and fourth quarters. The underlying employment trend in forestry remained fairly stable, as it did during most of last year. Forestry, like manufacturing, construction, mining and transportation, is typically sensitive to cyclical variations in economic activity. All of these industrial divisions shared in the downturn of general business activity and only forestry has failed to respond in the upturn. Mining has made a relatively slow recovery, as expected, because of declines in coal mining and uranium.

The mixed picture that has been apparent in recent months is typical of the middle stage of recovery. At this point in previous business cycles, many key economic indicators showed signs of hesitancy, after which they expanded again, though at a more moderate rate than in the initial stage of recovery. The recent recession was less severe than the previous two, and its initial period of sharp recovery brought manufacturing employment above its pre-recession peak earlier than in the other cycles.

One Year After the Trough

In March 1962, roughly one year after the recovery got underway, total non-farm employment was 262,000 higher than a year earlier. Men accounted for about 70 per cent of the increase. Women's employment showed a further strong advance during the past year.

During the recession, men's employment declined by an estimated 69,000, mainly reflecting production cutbacks in durable goods manufacturing industries and reduced activity in construction.

Much of the support for the rise in employment has come from renewed strengthening in manufacturing. In March, total manufacturing employment showed a year-to-year advance of 89,000. The service industry proper continued the high growth rate of the previous two years; community and government service continued as the most potent expansionary force in the nation's economy. The construction industry was also more active than the year before; most of the improvement took place in

recent months. Employment in agriculture showed a small net decline, although there was an increase over the year in the Prairie region.

Employment Trends in Manufacturing

All major manufacturing industries showed some improvement during the past year. The main strengthening took place in durable goods industries, which showed the greatest weakness during the recession.

The electrical apparatus and supplies industries showed the most striking increase (10.8 per cent), mainly reflecting higher output of telecommunications equipment. A 6-per-cent rise in employment in transportation equipment was mainly in ship-building, although smaller gains were recorded in aircraft and in the automotive and parts industries.

The iron and steel industry has shown a fairly slow rate of recovery but has been operating at a relatively high level. In January 1962, the seasonally adjusted employment index stood at 104.7, which was only 3.6 per cent higher than the low point in the first quarter of 1961 and 6.9 per cent below the previous peak in October 1959.

A mixture of gains and losses among individual components accounted for the relatively slow advance in total employment in

iron and steel. Primary iron and steel made a fairly strong comeback, increasing by 6 per cent over the year, compared with a rise of 10 per cent during the first 12 months of the previous upturn. Since the decline was not as steep as in the 1957-58 recession, the more moderate recovery is not surprising.

In the fabricated and structural steel group, employment edged downward during the past year, whereas it increased by 4.5 per cent during the same interval of the previous recovery. The relatively poor performance of this industry can be traced to the low level of construction activity.

Employment increased substantially during the past year in heating and cooking appliances, but declined in agricultural implements.

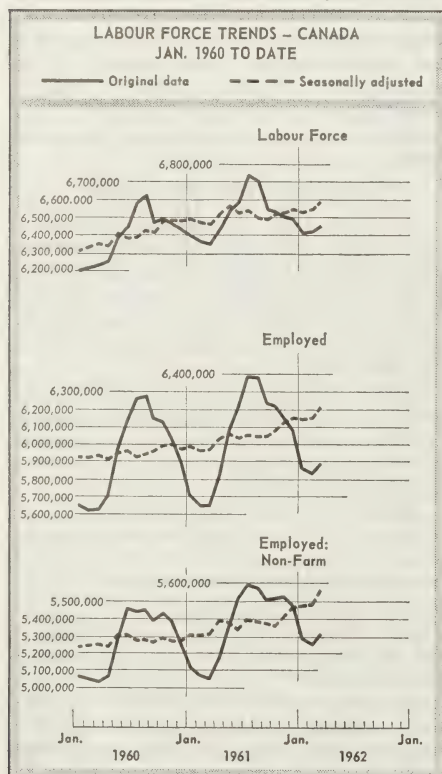
The durable goods industries as a whole made a fairly strong comeback during the past year. At the end of January, the employment index stood at 114.0, which was only 3 per cent below the previous high. In most non-durable goods industries, employment either increased or remained stable during the recession. During the past year the increases have been fairly substantial; rubber, leather and textiles showed the largest gains.

The Recovery as Shown in National Accounts

The level of economic activity has moved upward strongly since the spring of 1961, under the stimulus of substantial increases in exports and expenditures on consumption and residential construction. A modest reversal of the previous downward movement in business capital investment provided additional strength in the latter months of 1961.

Government expenditure on goods and services also provided a moderate amount of strength, particularly in the first three quarters of 1961. Business inventory accumulation did not provide a significant degree of strength to the economy until the fourth quarter, when it increased sharply. A sharp rise in imports in the second half of the year moderated the rate of economic expansion.

The value of merchandise exports increased substantially during 1961 and by an increasing margin as the year progressed. For the first two quarters of that year, exports to the United States were, respectively, below and about even with those for the first and second quarters of 1960. Influenced by rising United States production and the decline in the external value of the Canadian dollar, exports to



the United States in each month from May to December were higher than in the corresponding months of 1960. For the year as a whole, exports to the United States were substantially higher in 1961 than in 1960.

While exports to the United Kingdom fell off slightly in 1961, exports to "other" countries rose sharply.

Among commodities, the main strength in 1961 came from wheat and was related to the agreements reached between the Canadian Government and the Governments of China and some other Communist countries. The export value of newsprint enjoyed only a slight increase, which was more than accounted for by the decline in the value of the Canadian dollar. In 1961, excess production capacity of non-ferrous metals on a world scale became more pronounced and, in the case of several metals, was accompanied by a weakening in world prices. Canadian exports of nickel—where the effect of the lower value of the Canadian dollar was intensified by a price rise—showed a large increase, but in aluminum and copper—which suffered price declines—export values dropped sharply. As scheduled, uranium ore declined very sharply, as did iron ore. Crude oil exports increased substantially during 1961, as did natural gas, especially following the opening of the pipeline to California late in the year.

Although the economy passed its cyclical turning point in the first quarter of 1961, there was no sharp advance in business inventories until the final quarter of that year. Earlier in the year, inventories were relatively high, as they had fallen off during only one quarter of the preceding recession. Retail, wholesale and manufacturers inventories all participated in the sharp fourth-quarter rise. The growing diffusion throughout the economy of increases in corporation profits, a moderate rise in wholesale prices and the anticipation of further increases in sales probably contributed to the growth in inventories in the fourth quarter.

Housebuilding made a moderate recovery during 1961, reversing the sharp decline of the previous year. After reaching a trough in the second quarter of 1960, housing starts (seasonally adjusted) rose in the third and fourth quarters of that year, and in the first quarter of 1961. Housing starts then fell off sharply in the second quarter and remained around this low level for the remainder of the year. For the year as a whole, housing starts were about one-fifth higher than in 1960.

The rise in housing starts can be traced, in part, to federal government measures in the second half of 1960 that extended Gov-

ernment-guaranteed housing loans to a wider group of potential house purchasers. At the same time, mortgage lending by private financial institutions increased as a result of higher interest rates. The sum of these loans and direct loans from CMHC continued to expand on a year-to-year basis through the first three quarters of 1961. In the fourth quarter, however, there was some apparent lag in the demand for housing.

Business spending on new non-residential construction and on new machinery and equipment reached a peak in 1957 and has been declining since. Despite sharply reduced investment in resource industries during the past four years, idle capacity continues to be widespread. A large volume of projects was completed during the first half of 1961. Bad weather and strikes in the spring of 1961 slowed activity on new projects and made for a very weak second quarter. There was, however, considerable strengthening in this sector during the second half of the year.

Consumption expenditure on non-durables and on services moved steadily forward during the recession. Expenditure on durables is much more sensitive to cyclical fluctuations. After declining cyclically through several quarters in 1959 and 1960, it has been advancing strongly in recent quarters, partly as a result of rising sales of new cars. The demand for other consumer durables has also been showing renewed strength.

Unemployment Trends

The sharp recovery in employment that has taken place in the past year has not been accompanied by an equally rapid expansion of the labour force. On the contrary, the labour force was quite stable during most of the year and has shown some tendency to rise only in the first three months of this year. The first-quarter average, however, was up less than 1 per cent over the year, compared with a gain of 3.5 per cent in employment.

Unemployment, being the difference between the number employed and the number in the labour force, consequently declined quite substantially during the year. Seasonally adjusted, the unemployment rate was as high as 7.9 per cent in December 1960 but has declined steadily since, to 5.8 per cent in March 1962, close to the low point that was reached in the recovery of 1959.

If duration is taken into account, the decrease in unemployment that occurred in 1961 was less marked than the decrease in the actual numbers of unemployed. The

unemployed in the first quarter of 1962 had been looking for work for just over four months, on average. When aggregated in this way, changes from month to month and from year to year differ considerably from the changes in the actual numbers of unemployed. Thus, while the number of unemployed persons in the first quarter of 1962 was 20 per cent lower than a year earlier, the number of man-months of unemployment was down only 15 per cent.

Unemployed, by Occupation, First quarter, 1962

—	Percentage Distribution	Unemploy- ment Rate ⁽¹⁾
All occupations.....	190	8.8
Office and professional....	13	2.7
Transportation.....	10	13.3
Service.....	7	6.1
Primary.....	14	10.4
Manufacturing and Mechanical.....	15	7.4
Construction.....	17	25.9
Labourers.....	20	30.1
Never worked.....	4	n/a

(1) The unemployed in an occupation group as a percentage of the labour force in that occupation group.

The occupational distribution of most recent employment, as reported by the unemployed, was fairly even. The highest proportions of the total were either labourers or construction tradesmen, a reflection of the effects of winter slackness on these occupational groups. Seasonal patterns of unemployment are also reflected in the occupational unemployment rates. Thirty per cent of all labourers and 26 per cent of all construction workers were unemployed in the first quarter. The unemployment rate for office and professional workers, on the other hand, was about one third of the average.

Unemployed, by Age, Both Sexes, March 1962

Age Group	No. (000)	Per Cent Distri- bution	Unemploy- ment Rate
All ages.....	560	100	8.7
14-19 years.....	77	14	13.5
20-24 years.....	92	16	11.4
25-34 years.....	128	23	8.7
35-44 years.....	105	19	7.1
45-54 years.....	87	16	7.2
55-64 years.....	58	10	8.2
65 and over.....	13	2	6.2

About three of every 10 unemployed workers in March were under 25 years of age, four were from 25 to 44 years old and three were 45 years or over. As a

Family Characteristics of the Unemployed, January 1962

—	No. (000)	Per Cent
<i>Relationship to head of family unit</i>		
Total unemployed.....	545	100
Heads of family units.....	278	51
Single sons or daughters.....	164	30
Other relatives.....	55	10
Non-members of family units.....	48	9
<i>Family units by number unemployed</i>		
Total family units.....	439	100
One person unemployed.....	390	89
Two persons or more unemployed	49	11
<i>Family units by number employed</i>		
Total family units.....	439	100
None employed.....	223	51
One person employed.....	139	32
Two persons employed.....	52	12
Three persons or more employed.	25	5
<i>Family units by number of single children under 25 years not in the labour force</i>		
Total units.....	439	100
No children.....	147	33
One child.....	86	20
Two children.....	70	16
Three children.....	55	13
Four or more.....	81	18

proportion of the labour force, unemployment was highest among those aged 14 to 19 years, decreasing fairly steadily to 6.8 per cent among those 35 years and over.

Data on the family characteristics have been tabulated at quarterly intervals since the beginning of 1960. The characteristics for January 1962, shown above, display much the same pattern as earlier surveys.

Of the 545,000 persons unemployed in January, 91 per cent were members of family units.* Just over half of all unemployed persons were heads of family units, and 40 per cent were single sons or daughters, or other relatives. Nine per cent were not members of family units.

The second part of the table (which excludes unemployed persons who are not members of family units) shows that 12 per cent of these family units had more than one person unemployed. At the same time, however, about half of the units in which someone was unemployed also had someone working. In fact, in 77,000 units there were two or more persons employed.

The table also indicates the number of dependents in family units with some unemployment. It shows that one third of these units had no wholly dependent children, a little more than one third had one or two children, and a little less than one third had three or more children.

* A family unit is defined as a group of two or more persons living together in the same dwelling and related by blood, marriage or adoption.

Regional Manpower Situation

ATLANTIC

Employment in the Atlantic region increased rather rapidly during the second and third quarters last year, but since then the improvement has been fairly modest. Manufacturing has shown remarkable stability during the past six months after figuring prominently in the earlier advance. On the other hand, construction and forestry, which responded slowly to the upturn in economic activity in the initial stages of recovery, have been improving recently. Forestry employment showed a particularly strong advance in the final quarter of 1961 after being at a very low level during the first nine months of the year. During the first quarter of 1962, forestry employment declined a little more than seasonally, but the level was still substantially higher than a year ago. In construction, the underlying employment trend showed signs of firming during the closing months of 1961 and there was some additional improvement in the first quarter of 1962.

The service-producing industries have not participated in the employment recovery to any large extent. Moderate gains occurred early in 1961, but since then employment levels in this group of industries have been generally steady, except for the normal seasonal fluctuations. In most recent years, the growth of service employment has been more moderate in this region than in the country as a whole.

Total employment in the first quarter of 1962 averaged 17,000 or 3.6 per cent higher than a year earlier. Almost all of the advance was among men. The increase was widely distributed among the major industrial divisions; manufacturing, forestry and construction showing the largest gains. Mining employment showed little over-all

change as increased activity in metal mining and non-metal mining offset the decline in fuels.

The year-to-year increase in manufacturing employment was fairly widely diffused. Except for iron and steel, which was sharply lower than the year before, all major groups shared in the improvement. The largest advance was in transportation equipment; gains in shipbuilding and aircraft repair outweighed losses in railway rolling stock. The shipbuilding industry showed a marked improvement during the past year.

More moderate gains took place in wood and paper products and food and beverages. The iron and steel industry has shown little or no recovery so far. In January, the employment index was 7.4 per cent lower than a year ago.

Employment levels in January were substantially higher than a year ago in four of the five industrial areas in which statistical data are published. The exception was Sydney, which experienced a 3.6-per-cent decline, mainly reflecting the lower level of activity in the iron and steel industry. For Saint John, Halifax, St. John's and Moncton, the increases ranged from 3.0 per cent to 6.6 per cent. Over the same period, total industrial employment in the region showed a rise of 2.7 per cent.

Unemployment in the region in the first quarter of 1962 was moderately lower than a year ago. The average unemployed rate for the quarter was 15.9 per cent, compared with 17.0 per cent in the first quarter of 1961.

In March, the 21 labour market areas in the region were classified as follows (last year's figures in brackets): in substantial surplus, 19 (20); in moderate surplus, 2 (1).

QUEBEC

Employment in Quebec, seasonally adjusted, did not reach a cyclical low point until the third quarter of 1961. From then on, it rose steadily each month, increasing by 126,000 or 7.8 per cent between August 1961 and March 1962. In the first three months of 1962, employment was more than 5 per cent higher than in the same period a year before. Unemployment in the first quarter of this year was down more than 25 per cent from a year earlier.

Virtually all the increase in employment since the third quarter of 1961 occurred in non-agricultural industries and was due

mainly to improved conditions in manufacturing and service. Manufacturing employment in the fourth quarter was maintained at the levels of the previous quarter but was about 7 per cent higher than in the same quarter of the previous year. In the first quarter of this year, manufacturing employment declined slightly from the previous quarter but was 7.2 per cent above the level of the same period a year earlier. Durable and non-durable consumer goods as well as capital goods industries all contributed to the gain in manufacturing employment. Part of the new demand origin-

ated abroad, aided by the decline in the exchange value of the Canadian dollar.

Exchange rate changes in conjunction with the import quotas also benefited industries facing import competition; they contributed to the sharp rise in output and employment in textiles. Rubber goods manufacture was another important regional consumer goods industry that experienced noticeable improvement during the first quarter, with employment above the level of the same period a year ago. Indications are that this trend will continue in the months ahead, partly as a result of the anticipated increase in demand for industrial rubber in connection with planned capital expenditure programs.

The iron and steel products industry as a whole made some recovery from the low levels of the previous quarter and previous year; some sectors showed a substantial improvement, particularly structural steel and heavy machinery and equipment for the pulp and paper, oil and gas industries, steel mills and hydro-electric plants. A large foreign order for railway equipment from Argentina has already had a beneficial effect on the industry, which had for some time been in a depressed state.

The shipbuilding industry also showed a noticeable increase from the low level of the previous year and further improvement is expected as a result of the government subsidy program. Activity in the aircraft and parts producing industry continued at the high level of the previous year, with little change in employment. The paper products industry, where employment had remained relatively stable during the recession, showed some strengthening in the first quarter of this year.

The rise in employment in service began in the fourth quarter of last year and continued without interruption in 1962. In the first quarter of this year, employment was

almost 4 per cent above that of the previous quarter and about 8 per cent higher than in the corresponding quarter a year earlier.

Construction employment declined during the fourth quarter, and in the second half of the year was, on average, somewhat lower than a year earlier. This was largely due to a decline in non-residential construction. Housing starts rose during this period, and in the fourth quarter were considerably higher than a year earlier. Housing starts were below year-earlier levels in the first three months of 1962, but this decrease was offset by greater activity in the non-residential sector, including municipal works. As a result, total construction employment in the first quarter showed little change from the level of the previous year.

Forestry employment continued to show the effect of increased mechanization of forestry operations, which was partly responsible for the year-to-year decline in employment in this industry throughout 1961. In the first quarter of this year, forestry employment was considerably below the level in the same period a year ago.

The increase in employment in the past two quarters was not evenly distributed among local areas. In general, the larger areas fared better than the smaller ones. This was reflected in substantial differences in the rate of change in the number of registrations for employment at local offices of the National Employment Service. The year-to-year decline in registrations in the first quarter this year was almost 22 per cent in the two metropolitan areas of the region (Montreal and Quebec), as against less than 11 per cent in major industrial areas and about 12 per cent in minor areas. Similarly, industrial employment in the metropolitan areas was up 7.0 per cent over the year, compared with 4.8 per cent in a group of five smaller areas for which employment statistics are available.

ONTARIO

Seasonally adjusted data show that employment expanded rapidly in Ontario during the second and third quarters of 1961. The rise between March and August was of the order of 2 per cent. Since then, employment was maintained at about the level which prevailed in late summer.

In non-farm industries, employment continued to rise until December 1961. The gain since last spring has been about 3 per cent, but more than half of this had been realized by August.

In agriculture, the employment decline continued at the annual rate of some 9

per cent. The drop was particularly noticeable in the fourth quarter of 1961 and the first quarter of 1962.

In the period beginning with the business cycle trough of February 1961, the employment increase in the non-farm sector was well shared between the goods-producing industries and the service-producing industries. Of the 60,000 new jobs that were created during this one-year period, some 24,000 were in manufacturing, construction, forestry and mining, and the remainder were in the service-rendering industries—transportation, utilities, trade, fin-

ance and service. The increase was slightly under 3 per cent in the goods category and slightly over 3 in the service category. In the farm sector, some 13,000 jobs disappeared.

Manufacturing employment rose by 4 per cent between the first quarter of 1961 and the first quarter of 1962; the industry showed particular strength in the fourth quarter of 1961. The primary iron and steel and the electrical goods industries were major factors in the spring recovery of 1961.

By the third quarter, employment in primary iron and steel had made a substantial gain and activity has since stabilized at the new level. Contributing to the early revival in steel were the large export sales of rolling mill products, particularly in the first half of 1961. Domestic demand, on the other hand, recovered more fully in the latter half of the year, as sheet metal products, transportation equipment and machinery all made notable gains.

Growth in electrical apparatus and supplies was even more substantial and employment has risen continuously since the spring of 1961. Over this one-year period, the gain was 12 per cent, the highest for any industry. Early in 1962, stocks of household appliances and television sets were still fairly low, while the demand for heavy electrical machinery and telecommunication equipment was rising.

In the key automobile industry, employment rose moderately, all the increase taking place in the fourth quarter of 1961. Production rose sharply in this industry, as domestic cars took up a larger share of the home market and as export sales improved.

In other sectors of manufacturing, sizable gains were made by the rubber, leather, textile and wood industries; rubber and textiles show a continued tendency to rise. Smaller increases took place in chemicals and foods. Employment in the clothing trades was steady, whereas in furniture it stabilized after the large gain of the early summer. Contrary to the general trend, employment declined during the period in agricultural implements, railway rolling stock and non-ferrous metal smelting and refining.

By the first quarter 1962, expansive trends were still evident in manufacturing, despite some seasonal layoffs. Gains were still being made in various sectors, including iron and steel products, aircraft, chemicals and electrical goods.

Elsewhere in the goods-producing industries, employment increases in forestry and construction were more than offset by

a decrease in mining. In mid-winter last year, forestry employment in Ontario was at an all-time low. But, by the first quarter of 1962, a 12-per-cent gain had been realized as the demand for both sawlogs and pulpwood increased considerably.

Employment in the construction industry barely held its own during that period despite an apparently greater volume of work done in both the residential and non-residential sectors. However, the first quarter of 1962 showed a marked improvement, after seasonal adjustment. Meanwhile, mining employment had dropped by 6 per cent. The decline was continuous through 1961 and into 1962, particularly in uranium and gold production.

Outside of the goods-producing sector, employment increases were particularly noticeable in the finance and service industries. This reflects in part the larger spending for such things as medical care, education, recreation, life insurance and credit financing.

Employment in service rose by 5 per cent during the second and third quarters of 1961 and was maintained thereafter, whereas an equal but more gradual rise was recorded over the 12-month period in finance and in electric power and gas utilities. For finance and utilities, the rise extended well into the first quarter 1962.

In trade, the employment increase was not as steep, as the more systematized sales techniques being introduced had the tendency to reduce the manpower needs.

After seasonal adjustment, employment in transportation was stable throughout this phase of the cycle.

While non-agricultural employment in Ontario rose by 3 per cent between the first quarter of 1961 and the first quarter of 1962, employment in the urban areas of Ottawa, London and Kitchener rose by approximately 8 per cent. Toronto and Hamilton fared slightly better than average, whereas employment remained unchanged in Fort William-Port Arthur and declined a little in Windsor. Small increases were recorded in Brantford and St. Catharines.

Unemployment increased about seasonally between the fourth quarter of 1961 and the first quarter of 1962. It averaged 155,000, or 6.5 per cent of the labour force, in the first quarter of 1962 compared with 198,000, or 8.4 per cent of the labour force, in the same period a year earlier. In March, the classification of the 34 labour market areas in the region (last year's figures in brackets) was as follows: in substantial surplus, 11 (21); in moderate surplus, 23 (13).

PRAIRIE

In the Prairie region, the seasonally adjusted employment trend has been moving slowly upward since February 1961. By the first quarter of 1962, the net gain amounted to 3.5 per cent and the rate of growth appeared to be accelerating.

In agriculture, employment rose by about 2 per cent early in 1961 and has since been maintained at this level, a sharp contrast to the declines of previous years. Initially, the advance in non-farm employment was slow, but it gathered momentum in June and again in October 1961. By the first quarter of 1962, non-farm employment was at a new peak, some 4 per cent above the low point of the previous winter.

Of about 30,000 additional jobs in non-farm industries during the year, some 8,000 were in the goods-producing industries—mining, manufacturing and construction—and the remainder were in the service-producing industries—transportation, utilities, trade, finance and service. The percentage increase was about the same in each sector.

Construction played a major role in the economic recovery of the Prairie region. The employment rise in this industry since the first quarter of 1961 amounted to some 7 per cent, as residential, commercial and engineering construction strengthened considerably. Although this gain was well spread over the period, it was particularly noticeable in the fourth quarter of 1961.

With the rising output of non-ferrous metals and potash, mining employment advanced by about 4 per cent, all the increase taking place in the second quarter of 1961. This was achieved in spite of the lesser manpower requirements in oil fields. By the first quarter of 1962, nickel mining was still expanding.

The increase in manufacturing employment was more modest, amounting to some 2 per cent. After seasonal adjustment, it

appeared that most of the gain was realized in the fourth quarter of 1961 and the first quarter of 1962.

Within the industry, the trends were widely divergent. Employment in wood products rose sharply, whereas a marked drop occurred in chemicals. A moderate advance was made by the iron and steel group, with foundry, structural steel and sheet-metal workers sharing in the gain. Slightly increasing employment was reported in the food and clothing industries, but a small decline took place in printing and publishing.

In the service-producing sector, the service industry proper led the advance with a 6-per-cent increase, realized mostly in the summer of 1961. Employment in other service-rendering industries remained unchanged over the 12-month period, with the exception of finance, where a 3-per-cent gain was made.

While non-agricultural employment in the Prairie region rose by 4 per cent between the first quarter 1961 and the first quarter 1962, employment in the Edmonton urban area rose by approximately 8 per cent. A greater-than-seasonal increase was also recorded for Regina, whereas employment rose slightly in Calgary and remained unchanged in Saskatoon. In the Winnipeg urban area, there was a small employment decline.

Unemployment increased less than seasonally between the fourth quarter of 1961 and the first quarter of 1962. It averaged 73,000, or 6.5 per cent of the labour force, in the first quarter of 1962 compared with 78,000, or 7.2 per cent of the labour force, in the same period a year earlier. In March 1962, the classification of the 19 labour market areas in the region (last year's figures in brackets) was as follows: in substantial surplus, 9 (12); in moderate surplus, 10 (7).

PACIFIC

Employment in the Pacific region, seasonally adjusted, reached the trough in the recent business cycle in the first quarter of 1961. After showing considerable gains in the second and third quarters, employment levelled off in the fourth quarter, but turned up again in 1962. In the first three months of this year, employment, in seasonally adjusted terms, was about 2 per cent higher than in the preceding three months. Compared with the first quarter 1961, employment was, on average, 80,000, or 5.3 per cent, higher.

Unemployment, seasonally adjusted, has been moving down fairly steadily since the spring of 1961. In the first three months of 1962, the unemployment rate averaged 9.0 per cent of the labour force, compared with 13.1 per cent in the corresponding period a year earlier.

The slower pace of activity in the final quarter of 1961 can be traced mainly to developments in manufacturing. After expanding sharply for two consecutive quarters, total manufacturing employment (seasonally adjusted) turned down again in the

final quarter. In the first quarter this year, manufacturing employment began picking up again, and for the quarter as a whole was somewhat higher than in the previous quarter and 4.2 per cent higher than in the same period a year earlier.

The wood products industry showed a considerable increase in employment over the previous year. This was due primarily to increased exports, particularly to the United States. Lumber shipments in the first three quarters of the year were 15 per cent higher than the year before. Another important market for lumber was Japan, where a sizable export business in low grade lumber has developed. These markets continued active in the first quarter of 1962. The iron and steel products industry, whose importance in the regional economy has been growing steadily, experienced a decline in employment towards the end of last year but in the first three months of this year it has made a good recovery and promises to be one of the more active industries in the months ahead.

Shipbuilding, another major industry in the region, remained stable at a fairly high level throughout last year and showed new strength in the first quarter of this year.

Employment in forestry throughout most of 1961 remained fairly stable and higher than the previous year. In the first three months of 1962, employment showed little change from the previous quarter and was about the same as in the same period a year earlier.

The mining industry showed substantial advances in development, output and capital expenditure in 1961 and this trend con-

tinued in the first quarter of this year. Extensive mineral exploration was prompted by a sharp rise in demand for copper and iron ores from Japan's metallurgical industries. Among the expansion projects was the completion of the first stage of an iron and steel smelting complex at Kimberley; shipment of pig iron began in the spring of 1961. Similarly, there was further progress in the development of the region's oil and gas industry. These activities contributed substantially to the employment gains in the region.

Construction employment during the past year has been consistently lower than the year before as a result of reduced activity in non-residential construction. Residential construction activity was higher than the year before by a considerable margin. By the first quarter 1962, total construction employment had recovered to about the same level as in the corresponding period a year before, largely as a result of continued gains in new housing.

In the service industry, employment in the past three months was somewhat higher than in the last quarter of 1961 but substantially higher than in the first quarter of that year. Among the service-producing industries, trade showed a considerable employment advance in the second half of 1961, an advance that was maintained in the first quarter of this year.

As in other regions, the most rapid advances were in the metropolitan centres. Industrial employment in Vancouver and Victoria increased by 2.4 per cent, against 1.7 per cent in the province as a whole.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	March 1962	March 1961	March 1962	March 1961	March 1962	March 1961....
Metropolitan.....	7	11	5	1	.....	.....
Major Industrial.....	17	19	9	7	.....	.....
Major Agricultural.....	6	10	8	4	.....	.....
Minor.....	35	43	22	14	1	1
Total.....	65	83	44	26	1	1

CLASSIFICATION OF LABOUR MARKET AREAS—MARCH

—	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Calgary Edmonton Quebec-Levis St. John's Vancouver-New Westminster Windsor Winnipeg	Halifax Hamilton Montreal Ottawa-Hull Toronto		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	Brantford Corner Brook Cornwall Ft. William- Pt. Arthur Farnham-Granby Joliette Lac St. Jean Moncton New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or Shawinigan Sherbrooke Sydney Timmins-Kirkland Lake Trois Rivières	Guelph Kingston Kitchener London Oshawa Saint John Sarnia Sudbury Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)	Charlottetown Lethbridge Prince Albert Riviere du Loup Thetford-Lac Megantic- Ville St. Georges Yorkton	Barrie Brandon Chatham Moose Jaw North Battleford Red Deer Regina Saskatoon		
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst Bracebridge Bridgewater Campbellton Chilliwack Cranbrook Dauphin DRUMMONDVILLE ← Edmundston Fredericton Gaspé Grand Falls Kentville Lindsay Montmagny Newcastle NORTH BAY ← Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince George- Quesnel Prince Rupert Quebec North Shore Rimouski Ste. Agathe- St. Jerome St. Stephen Sorel Summerside Trail-Nelson Truro Valleyfield Victoriaville Woodstock, N.B. Yarmouth	→ BEAUHARNOIS Belleville-Trenton Brampton Central Vancouver Island Dawson Creek Drumheller Galt Goderich → KAMLOOPS → LACHUTE STE. THÉRÈSE Listowel → MEDICINE HAT St. Hyacinthe St. Jean St. Thomas Sault Ste. Marie Simcoe Stratford Swift Current Walkerton → WEYBURN Woodstock- Tillsonburg	Kitimat	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 275, February issue.

Collective Bargaining in March

Collective bargaining in Canada's railway industry produced three major settlements in March.

On March 2, after 12 months of negotiations, the **Brotherhood of Locomotive Firemen and Enginemen** signed a three-year agreement with the **C.N.R.** The new contract, which covers approximately 3,100 employees, gives firemen on passenger trains a total wage increase of $6\frac{1}{2}$ per cent spread over the term of the agreement and grants a total wage increase of 4 per cent to those in freight and yard service.

On March 26, the **Brotherhood of Locomotive Engineers** concluded separate agreements with the **C.N.R.** and **C.P.R.** which provide for a total wage increase of $6\frac{1}{2}$ per cent for about 5,400 employees over a three-year period. These agreements were signed after more than a year of negotiations, in the course of which the union rejected the majority reports of conciliation boards and the union members voted for strike action; the union set strike deadlines for the first week in April. One of the main issues in dispute was the question of arbitrary allowances for work performed immediately before and after a run. As the strike dates approached, the Minister of Labour urged the parties to resume negotiations in view of the serious effects a strike would have on the nation's economy. Further bargaining led to settlements one week before the strike was to start.

During the month, a conciliation board was being established to assist in the negotiations between the **C.N.R.** and **C.P.R.** and the 15 unions representing 110,000 **non-operating employees**.

Members of the **Public Service Employees** union voted in March for strike action against the **Ontario Hydro Electric Power Commission**. In the face of a possible strike, Ontario Hydro announced that it would continue to generate power in the province with supervisory staff and by other means should a work stoppage occur. Ontario Hydro offered to refer the dispute to final and binding arbitration, but this proposal was rejected by the union. By the end of the month, the union asked for the intervention of the Ontario Minister of Labour.

In the automobile industry, the **Union Auto Workers** concluded a three-year agreement for about 550 office employees of **Ford Motor Company of Canada** at Windsor. The terms of settlement include a salary increase of \$10.40 a month or $2\frac{1}{2}$ per cent, whichever is greater, in each of the three years of the contract, and three weeks vacation after 10 years of service (previously after 15 years). Also in Windsor, the strike that had begun at **Chrysler Corporation** on February 19 continued throughout March, although the company and the union held a series of meetings in an effort to resolve the dispute.

During March, the Ontario Labour Relations Board conducted a hearing to consider the **Steelworkers'** application for bargaining rights at the **Falconbridge Nickel Company**, where the employees are represented by the **Mine, Mill and Smelter Workers**. Later in the month, the Board conducted another hearing to deal with allegations by the Mine, Mill and Smelter Workers that

the rival Steelworkers had resorted to misrepresentation and irregularities in their campaign to sign up employees of the **International Nickel Company** in Sudbury.

In Manitoba, where the Steelworkers have been contesting the bargaining rights of the Mine, Mill and Smelter Workers at the International Nickel Company mine at Thompson, the Manitoba Labour Board decided to hold a representation vote in March at the request of the Steelworkers. The Mine, Mill and Smelter Workers challenged the Board's decision to conduct such a vote, and the vote was postponed by court order. Near the end of March, the court dismissed the Mine, Mill and Smelter Workers' application to quash the order for the vote, and the union decided to appeal this ruling.

In British Columbia the **Woodworkers** disclosed their proposals for the renewal of a contract with **Forest Industrial Relations Limited**, which bargains for 150 coastal logging companies. The current agreement, which covers approximately 28,000 loggers, was concluded in June 1961 for a term of one year and provided for no increase in wages. In the forthcoming negotiations, the union will propose a wage increase of 25 cents an hour, three additional weeks vacation for all employees as a measure to combat unemployment, improved overtime, clarification of employees' rights regarding compulsory overtime, and preferential hiring of laid-off workers.

Duration of Negotiations

In 1961, more than 200 collective agreements covering bargaining units of 500 or more employees were signed in all industries outside the construction sector. The majority of these major contracts were concluded in six months or less of bargaining, and approximately one-third were in negotiation from seven months to one year. Seven per cent of the negotiations for major contracts extended beyond a year.

Of the major collective agreements negotiated last year, 55 per cent were concluded during or after conciliation proceedings; the remainder were signed without third-party assistance. More than half of the 117 disputes that were referred to conciliation were resolved at the conciliation officer stage, and settlements were effected at the conciliation board stage in 17 cases. Thirty of the negotiations requiring third-party assistance went beyond the conciliation board phase, with the companies and unions resuming direct bargaining and effecting settlements without work stoppages. Two major settlements were achieved by final and binding arbitration.

In 1961, as in previous years, only a few of the major contract negotiations resulted in work stoppages. Of the 214 major agreements signed during the year, seven were concluded while a work stoppage was in progress. Two strikes, each lasting less than a week, occurred in the course of the negotiations in the railroad rolling stock and automobile industries. The other five work stoppages, all of longer duration, were in shipbuilding and the cement and textile industries.

NEGOTIATIONS PRECEDING SETTLEMENTS REACHED DURING 1961

Collective agreements covering 500 or more employees concluded between January 1 and December 31, 1961, exclusive of agreements in the construction industry.

Stage at Which Settled	Duration of Negotiations in Months											
	3 or less		4-6		7-9		10-12		13 or over		Total	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Bargaining.....	55	83,630	29	44,170	7	15,100	3	3,780	3	8,500	97	155,230
Conciliation officer....	1	890	38	84,800	14	19,490	4	3,530	4	3,130	61	111,830
Conciliation board....			4	5,680	9	8,850	3	2,900	1	550	17	17,980
Post-conciliation bargaining.....			4	3,700	6	11,400	14	25,060	6	115,850	30	156,010
Arbitration.....					1	500	1	750			2	1,250
Work stoppage.....			2	17,800	2	2,380	3	2,860			7	23,040
Total.....	56	84,560	77	156,150	39	57,720	28	38,880	14	128,030	214	465,340

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During April, May and June

(except those under negotiation in March)

Company and Location	Union
Abitibi Power & Paper & subsids., Que., Ont. & Man.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Anglo-Nfld. Development, Grand Falls, Nfld.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Associated Clothing Mfrs., Montreal, Que.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Bldg. maintenance contractors, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Breweries (various), Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
Can. Iron Foundries, Three Rivers, Que.	Moulders (AFL-CIO/CLC)
Can. Wire & Cable, Leaside, Ont.	U.E. (Ind.)
Cdn. Acme Screw & Gear, Monroe Acme & Galt Machine, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que.	Empl. Council (Ind.)
Cdn. Sugar Factories, Raymond, Picture Butte, Taber, Alta.	
Cascapedia Mfg. & Trading, Gaspe Peninsula, Que.	CLC-chartered local
Cloak Mfrs. Assn., Toronto, Ont.	Woodcutters, Farmers' Union (Ind.)
Consolidated Paper, Grand'Mere, Que.	Ladies Garment Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Courtaulds Canada, Cornwall, Ont.	Pulp & Paper Wkrs. Federation (CNTU)
David & Frere, Montreal, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
DeHavilland Aircraft, Toronto, Ont.	Empl. Assn. (Ind.)
Dominion Bridge, Vancouver, B.C.	Auto Wkrs. (AFL-CIO/CLC)
Dominion Glass, Montreal, Que.	Structural Iron Wkrs. (AFL-CIO/CLC)
Dominion Glass, Redcliff, Alta.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Rubber (Tire Div.), Kitchener, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dunlop Canada, Whitby, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
East. Can. Newsprint Grp., Que. & N.S.	Rubber Wkrs. (AFL-CIO/CLC)
E. B. Eddy, Hull, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Forest Industrial Relations, B.C. coast	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Fraser Cos., Atholville, Edmundston & Newcastle, N.B.	Woodworkers (AFL-CIO/CLC)
Gaspesia woods contractors, Chandler, Que.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
B. F. Goodrich, Kitchener, Ont.	Woodcutters, Farmers' Union (Ind.)
Great Lakes Paper, Fort William, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hotels & taverns (various), Toronto, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Howard Smith Paper, Cornwall, Ont.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
International Harvester, Chatham, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Kimberley-Clark Paper, Terrace Bay, Ont.	Auto Wkrs. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), I.B.E.W. (AFL-CIO/CLC)
Ladies Cloak & Suit Mfrs. Council, Montreal, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River & others, B.C. coast	Ladies Garment Wkrs. (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont.	Paper Makers (AFL-CIO/CLC)
McCormick's Ltd., London, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Men's Clothing Mfrs. Assn., Toronto, Ont.	Millers (AFL-CIO/CLC)
Ont.-Minnesota Paper, Fort Frances & Kenora, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Ontario Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Provincial Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Pulp & paper mills (various), B.C.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Que. North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
St. Raymond Paper, Desbien & St. Raymond, Que.	Woodcutters, Farmers' Union (Ind.)
Scott Clothing, Longueuil, Que.	Empl. Assn. (Ind.)
Spruce Falls & Kimberley-Clark, Kapuskasing, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others

Company and Location	Union
T.C.A. Canada-wide	Machinists (AFL-CIO/CLC)
University of Sask., Saskatoon, Sask.	CLC-chartered local
Wabasso Cotton, Welland, Ont.	Textile Council (Ind.)
White Spot Restaurants, Vancouver & Victoria, B.C.	Empl. Union (Ind.)

Part II—Negotiations in Progress During March

Bargaining	Union
Acme, Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
Alta. Gov't. Telephones	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Asbestos Corp. & others, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Assn. des Marchands Détaillants (Produits Alimentaires), Quebec, Que.	Commerce Empl. Federation (CNTU)
Bakeries (various), Greater Vancouver, B.C.	Bakery Wkrs. (CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Telephone & subsidiaries	B.C. Telephone Wkrs. (Ind.)
Burns & Co. (Eastern), Kitchener, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co. (6 plants), Western Canada	Packinghouse Wkrs. (AFL-CIO/CLC)
C.P.R., system-wide	Trainmen (AFL-CIO/CLC) (dining car staff)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Can. Packers (8 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Can. Steamship Lines, Ont. & Que.	Seafarers (AFL-CIO)
Cdn. Celanese, Sorel, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CNTU)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assn. (Ind.)
Clothing Mfrs. Assn., Quebec, Farnham & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Collingwood Shipyards, Collingwood, Ont.	CLC-chartered local
Dairies, (various), Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Dom. Structural Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Donahue Bros., Clermont, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Dosco (Wabana Mines), Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Dunlop Canada, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
DuPont of Can., Kingston, Ont.	Mine Wkrs. (Ind.)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Electric Auto-Lite, Sarnia, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Electro Metallurgical, Welland, Ont.	U.E. (Ind.)
Fisheries Assn. & Cold Storage Cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wks.)
Food Stores (various), Vancouver, Victoria & New Westminster, B.C.	Retail Clerks (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
Glove Mfrs. Assn., Montreal, St. Raymond, Loretteville, St. Tite, Que.	Clothing Wkrs. Federation (CNTU)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hotel Chateau Frontenac (C.P.R.), Quebec, Que.	Railway Transport & General Wkrs. (CLC)
Hotel Chateau Laurier (C.N.R.), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress (C.P.R.), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
International Harvester, Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Kelly, Douglas, company-wide, B.C.	Empl. Assn. (Ind.)
Lake Asbestos of Que., Black Lake, Que.	Mining Empl. Federation (CNTU)
Manitoba Hydro	I.B.E.W. (AFL-CIO/CLC)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (linemen)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (telephone operators)
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical empl.)
Miramichi Lumber, Chatham Industries & others, Miramichi Ports, N.B.	Miramichi Trades & Labour (Ind.)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
National Harbours Board, Montreal, Que.	Railway Clerks (AFL-CIO/CLC)
Northern Electric, Belleville, Ont. & Montreal, Que.	Empl. Assn. (Ind.) (plant empl.)
Northern Electric, Montreal, Que.	Office Empl. Assn. (Ind.)
North York Township, Ont.	Public Empl. (CLC) (outside empl.)
Ottawa City, Ont.	Public Empl. (CLC)
Pacific Press, Vancouver, B.C.	Newspaper Guild (AFL-CIO/CLC)
Philips Electronics, Leaside, Ont.	I.B.E.W. (AFL-CIO/CLC)
Power Super Markets, Toronto, Hamilton, Oshawa, Ont.	Butcher Workmen (AFL-CIO/CLC)
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.	Woodcutters, Farmers' Union (Ind.)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)

Company and Location	Union
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Ready-mix concrete (4 cos.), Toronto, Ont.	Teamsters (Ind.)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
Sask. Government	Sask. Civil Service (Ind.) (labour services)
Sask. Power Corp.	Oil Wkrs. (AFL-CIO/CLC)
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local
Steep Rock Mines, Steep Rock Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Swift Cdn. (6 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Toronto City, Ont.	Public Empl. (CLC) (inside empl.)
Vancouver Police Commissioners Bd., B.C.	B.C. Peace Officers (CLC)

Cconciliation Officer

Algoma Ore Properties, Wawa, Ont.	Steelworkers (AFL-CIO/CLC)
Aluminum Co., Kingston, Ont.	Steelworkers (AFL-CIO/CLC)
Auto dealers & garages (various), Vancouver, B.C.	Machinists (AFL-CIO/CLC)
Brewers' Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
Cdn. Steel Foundries, Montreal, Que.	Steel & Foundry Wkrs. (Ind.)
Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)
Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Stores, Toronto, Hamilton & other locations, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
Fry-Cadbury, Montreal, Que.	Bakery Wkrs. (CLC)
Garment Mfrs. Assn., Winnipeg, Man.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont.	Distillery Wkrs. (AFL-CIO/CLC)
John Inglis, Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Rio Algom Mines (Milliken Mine), Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Rio Algom Mines (Nordic Mine), Algoma Mills, Ont.	Steelworkers (AFL-CIO/CLC)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C.	Butcher Workmen (AFL-CIO/CLC)
Toronto Electric Commissioners, Ont.	Public Service Empl. (CLC)
Toronto Metro. Municipality, Ont.	Public Empl. (CLC) (inside empl.)
Toronto Metro. Municipality, Ont.	Public Empl. (CLC) (outside empl.)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Victoria Hospital, London, Ont.	Building Services Empl. (AFL-CIO/CLC)

Cconciliation Board

Avro & Orenda Engines, Malton, Ont.	Machinists (AFL-CIO/CLC) (salaried empl.)
Building material suppliers, Vancouver & Fraser Valley, B.C.	Teamsters (Ind.)
C.N.R., C.P.R., other railways, system-wide	15 unions (non-operating empl.)
C.N.R., system-wide	Trainmen (AFL-CIO/CLC)
C.P.R., system-wide	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.P.R., system-wide	Trainmen (AFL-CIO/CLC)
Imperial Tobacco & subsidiaries, Ont. & Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)
Motor Trans. Ind. Relations Bureau, Ont.	Teamsters (Ind.) (drivers)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Smith Transport, Kingsway Transport & others, Ont. & Que.	Teamsters (Ind.)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)

Post-Cconciliation Bargaining

Cyanamid of Canada, Welland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Lake Carriers' Assn., Eastern Canada	Seafarers (AFL-CIO)
Noranda Mines, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Ontario Hydro, company-wide	Public Service Empl. (CLC)

Arbitration

Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & other points, Que.	Service Empl. Federation (CNTU)
Hospitals (11), Montreal & district, Que.	Service Empl. Federation (CNTU)
Hôtel Dieu, St. Vallier & Chicoutimi, Que.	Service Empl. Federation (CNTU)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

Cdn. Celanese, Drummondville, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Chrysler Corporation, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Hotel Royal York (C.P.R.), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)

Part III—Settlements Reached During March

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate:)

AUTOMATIC ELECTRIC, BROCKVILLE, ONT.—I.U.E. (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—settlement pay of \$25 for male empl. and \$15 for female empl.; hourly rates increased by 4¢ for male empl. and 3¢ for female empl. eff. March 11, 1962 with a further increase of 3¢ for male empl. and 2¢ for female empl. eff. March 10, 1963; base rates for incentive operations increased by 2¢ eff. March 11, 1962 and by 1¢ eff. March 10, 1963; minimum male starting rate will be \$1.58 an hr. at the end of the new agreement.

AVRO & ORENDA ENGINES, MALTON, ONT.—MACHINISTS (AFL-CIO/CLC) (PLANT EMPL.): 2½-yr. agreement covering 2,500 empl.—wage increase of 6¢ an hr. retroactive to Aug. 1, 1961; additional wage increase of 7¢ an hr. eff. Aug. 1, 1962; labourer's rate after Aug. 1, 1962 will be \$1.81 an hr.

CAMPBELL CHIBOUGAMAU MINES, CHIBOUGAMAU, QUE.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 600 empl.—wage increase of 5¢ an hr. retroactive to Aug. 31, 1961; additional wage increase of 5¢ an hr. eff. Aug. 31, 1962 and a further 5¢ eff. Aug. 31, 1963; 3 wks. vacation after 15 yrs. of service (previous maximum was 2 wks. after 3 yrs. of service); check-off of union dues introduced.

CDN. CANNERS, VANCOUVER, PENTICTON & ASHCROFT, B.C.—PACKINGHOUSE WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 800 empl.—no wage increase in 1962; wage increase of 3¢ an hr. for male and female empl. eff. Jan. 1, 1963; further wage increase of 3¢ an hr. for male empl. and 2¢ an hr. for female empl. eff. Jan. 1, 1964; overtime pay remains at time-and-one-half after 8 hrs. a day; double time will be paid after 10 hrs. work in a day (previously after 11 hrs.) during peak season.

CLUETT PEABODY, KITCHENER & STRATFORD, ONT.—AMALGAMATED CLOTHING WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—settlement terms not immediately available.

CONSOLIDATED MINING & SMELTING, KIMBERLEY & TRAIL, B.C.—MINE, MILL & SMELTER WKRS. (IND.): 2-yr. agreement covering 4,300 empl.—average wage increase of 7½¢ an hr. eff. March 1, 1962 with a further average increase of 5½¢ an hr. eff. March 1, 1963 (total wage increases for 2 yrs. ranging from 10¢ an hr. to 19½¢ an hr.); labourer's rate after March 1, 1963 will be \$1.97½¢ an hr.

C.N.R., SYSTEM-WIDE—LOCOMOTIVE ENGINEERS (IND.): 3-yr. agreement covering 3,500 empl.—total wage increase of 6½% consisting of 1% retroactive to May 1, 1961, 1% retroactive to Nov. 1, 1961, 1½% eff. April 1, 1962, Nov. 1, 1962 and Nov. 1, 1963; 4 wks. vacation after 25 yrs. of service (formerly after 35 yrs.).

C.N.R., SYSTEM-WIDE—LOCOMOTIVE FIREMEN & ENGINEERS (AFL-CIO/CLC): 3-yr. agreement covering 3,100 empl.—total wage increase of 6½% for empl. on passenger trains consisting of 1% retroactive to April 1, 1961, 1% retroactive to Nov. 1, 1961, 1% eff. March 16, 1962; 2% eff. Nov. 1, 1962 and 1½% eff. Nov. 1, 1963; for empl. on freight and yard trains, total wage increase of 4% consisting of 1% retroactive to April 1, 1961, 1% retroactive to Nov. 1, 1961, 1% eff. Mar. 16, 1962 and Nov. 1, 1962; 4 wks. vacation after 25 yrs. of service (formerly after 35 yrs.).

C.P.R., SYSTEM-WIDE—LOCOMOTIVE ENGINEERS (IND.): 3-yr. agreement covering 1,900 empl.—total wage increase of 6½% consisting of 1% retroactive to March 16, 1961, 1% retroactive to Sept. 16, 1961, 1½% eff. April 1, 1962, Sept. 16, 1962, Sept. 16, 1963; 4 wks. vacation after 25 yrs. of service (formerly after 35 yrs.).

DOM. TEXTILE, MONTMORENCY, SHERBROOKE, MAGOG & DRUMMONDVILLE, QUE.—TEXTILE FEDERATION (CNTU): 2-yr. agreement covering 4,400 empl.—wage increases for hourly-rated empl. of 8¢ an hr. eff. Feb. 19, 1962 and 5¢ an hr. eff. Feb. 18, 1963; wage increases for empl. on bonus plan of 5¢ an hr. eff. Feb. 19, 1962 and 2¢ an hr. eff. Feb. 18, 1963; empl. will receive 2¢ an hr. for all hrs. worked between April 1, 1961 and March 31, 1962; vacation pay will be 6% of annual earnings after 20 yrs. of service (formerly after 25 yrs.) and 7% of annual earnings after 25 yrs. of service; bereavement pay provision introduced.

DOM. TEXTILE, MONTREAL, QUE.—UNITED TEXTILE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—wage increases for hourly-rated empl. of 8¢ an hr. eff. Feb. 12, 1962 and 5¢ an hr. eff. Feb. 11, 1963; wage increases for empl. on bonus plan of 5¢ an hr. eff. Feb. 12, 1962 and 2¢ an hr. eff. Feb. 11, 1963; empl. will receive 2¢ an hr. for all hrs. worked between Feb. 12, 1961 and date of signing; vacation pay will be 6% of annual earnings after 20 yrs. of service (formerly after 25 yrs.) and 7% of annual earnings after 25 yrs. of service; bereavement pay provision introduced.

FIRESTONE TIRE & RUBBER, HAMILTON, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,100 empl.—settlement pay of \$13.40 pro-rated on days worked between Feb. 26, 1962 and Apr. 1, 1962; wage increase of 5¢ an hr. for day workers; increase of 4¢ an hr. on base rates of piece workers; 4 wks. vacation after 22 yrs. of service (previously after 25 yrs.).

FORD OF CANADA, WINDSOR, ONT.—AUTO WKRS. (AFL-CIO/CLC) (OFFICE EMPL.): 3-yr. agreement covering 550 empl.—salary increases of \$10.40 per month or 2½%, whichever is greater, eff. Feb. 16, 1962, 1963 and 1964; 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.).

(Continued on page 418)

Latest Labour Statistics

(Latest available statistics at April 15, 1962)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....(000)	March	6,454	+ 0.5	+ 1.6
Employed.....(000)	March	5,894	+ 0.9	+ 4.4
Agriculture.....(000)	March	577	+ 0.5	- 2.7
Non-agriculture.....(000)	March	5,317	+ 1.0	+ 5.2
Paid workers.....(000)	March	4,808	+ 0.8	+ 4.8
At work 35 hours or more.....(000)	March	5,029	+ 0.3	N.A.
At work less than 35 hours.....(000)	March	671	+ 0.8	N.A.
Employed but not at work.....(000)	March	194	+22.0	N.A.
Unemployed.....(000)	March	560	- 4.0	-20.6
Atlantic.....(000)	March	97	+ 3.2	- 4.0
Quebec.....(000)	March	197	- 3.0	-26.2
Ontario.....(000)	March	149	- 7.5	-21.6
Prairie.....(000)	March	71	- 1.4	- 6.6
Pacific.....(000)	March	46	-13.2	-35.2
Without work and seeking work.....(000)	March	528	- 2.1	-20.5
On temporary layoff up to 30 days.....(000)	March	32	-27.3	-22.0
Industrial employment (1949 = 100).....	January	115.2	- 2.2	+ 3.2
Manufacturing employment (1949 = 100).....	January	108.4	+ 0.5	+ 3.9
Immigration.....	Year 1961	71,689	—	-31.2
Destined to the labour force.....	Year 1961	34,809	—	-35.0
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	March	46	+ 4.5	+ 35.3
No. of workers involved.....	March	12,426	+14.5	+180.8
Duration in man days.....	March	143,800	+99.5	+249.4
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)....	January	\$79.25	+ 2.8	+ 2.9
Average hourly earnings (mfg.).....	January	\$ 1.86	- 1.1	+ 2.8
Average hours worked per week (mfg.).....	January	40.6	+ 4.6	+ 1.2
Average weekly wages (mfg.).....	January	\$75.47	+ 3.6	+ 3.7
Consumer price index (1949 = 100).....	March	129.7	- 0.1	+ 0.5
Index numbers of weekly wages in 1949 dollars (1949 = 100).....	January	139.3	+ 3.5	+ 3.0
Total labour income.....\$000,000	January	1,566	- 1.2	+ 6.8
<i>Industrial Production</i>				
Total (average 1949 = 100).....	February	182.7	+ 5.9	+10.1
Manufacturing.....	February	159.6	+ 7.2	+10.4
Durables.....		155.4	+ 6.9	+11.7
Non-durables.....		160.2	+ 5.5	+ 7.3

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 275, February issue.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during February. During the month the Board received eight applications for certification, one request under Section 61(2) of the Act for review of an earlier decision, and allowed the withdrawal of two applications for certification.

Applications for Certification Received

1. Transport Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers and mechanics employed by Piette Transport Inc., Joliette, Que. (Investigating Officer: R. I. Fournier).

2. Transport Drivers, Warehousemen and Helpers' Union Local 106, General Truck Driver's Local 938, and Teamsters, Chauffeurs, Warehousemen and Helpers Local 91, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of city and highway drivers and dockmen employed by Taggart Service Limited and working in and out of Montreal, Que., and Toronto, Kingston, Perth, Renfrew, Pembroke, Ottawa and Hawkesbury, Ont. (Investigating Officer: G. A. Lane).

3. Dairymen, Warehousemen, Cartagemen, Truckers and Helpers, Local Union No. 987 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers and mechanics employed by Tiger Transfer Ltd., Calgary, Alta. (Investigating Officer: D. S. Tysoe).

4. Transport Drivers, Warehousemen and Helpers Union Local 106, General Truck Driver's Local 938 and Teamsters, Chauffeurs, Warehousemen and Helpers Local 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and mechanics employed by the Toronto Ottawa Valley Express Limited, Pembroke, Ont., and working in and

out of its terminals at Pembroke and Toronto, Ont., and Montreal, Que. (Investigating Officer: G. A. Lane).

5. Teamsters, Chauffeurs, Warehousemen and Helpers Union Local No. 880; General Drivers, Warehousemen & Helpers Local No. 979; Dairymen, Warehousemen, Cartagemen, Truckers and Helpers Local No. 987; General Teamsters Union Local No. 181; Line Drivers, Warehousemen, Pickup Men & Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Canadian Freightways Limited, Calgary, Alta., working in and out of the company's terminals in the Yukon Territory, British Columbia, Alberta, Saskatchewan, Manitoba, and Ontario (Investigating Officer: D. S. Tysoe).

6. Dairymen, Warehousemen, Cartagemen, Truckers and Helpers Local No. 987, General Teamsters Union Local No. 181, and Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Millar & Brown Ltd., Cranbrook, B.C. (Investigating Officer: D. S. Tysoe).

7. The Commercial Telegraphers' Union, Canadian National System, Division No. 43, on behalf of a unit of diesel mechanics employed by the Canadian National Railways in its Telecommunications Department (Investigating Officer: T. B. McRae).

8. International Longshoremen's and Warehousemen's Union, Local 502, on behalf of a unit of longshoremen employed by the Overseas Transport Co. Ltd., New Westminster, B.C. (Investigating Officer: G. H. Purvis).

Request for Review under Section 61(12)

Request for review of the certificate issued by the Board on April 10, 1961, affecting the National Association of Broadcast Em-

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

ployees and Technicians, applicant, and Baton Broadcasting Limited (formerly Baton Aldred Rogers Broadcasting Limited), Agincourt, Ont., respondent (L.G., June 1961, p. 566).

Applications for Certification Withdrawn

1. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Coast Cargo Services Ltd., Vancouver, B.C.,

respondent, and Seafarers' International Union of Canada, intervener (unlicensed personnel) (L.G., Dec. 1961, p. 1269).

2. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union No. 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Pollard Bros. Limited, Harrow, Ont., respondent (L.G., March, p. 332).

The median wage increase negotiated in the United States during 1961 was 7 cents an hour, while if all increases that became effective during the year (i.e., including deferred increases negotiated before the beginning of the year) are taken, the increase was about 8 cents. This is the finding of the United States Bureau of Labor Statistics, based on examination of collective agreements covering 1,000 or more workers each.

About half the 3,400,000 workers affected by increases negotiated during the year were employed in establishments where wage rates advanced 7 cents an hour or less. An estimated 2,300,000 workers received deferred wage increases during 1961, resulting mainly from bargains reached in the previous year.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During February, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. British Columbia Towboat Owners' Association (certain member companies), Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).
2. Rio Algom Mines Limited (Nordic Division), Elliot Lake, Ont., and United Steelworkers of America (Conciliation Officers: F. J. Ainsborough and T. B. McRae).
3. Rio Algom Mines Limited (Milliken Division), Elliot Lake, Ont., and United Steelworkers of America (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

Settlements Reported by Conciliation Officers

1. Canadian Broadcasting Corporation, and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officers: F. J. Ainsborough and T. B. McRae) (L.G., March, p. 333).
2. Canadian Arsenals Limited (Gun Ammunition Division), Lindsay, Ont., and United Steelworkers of America (Conciliation Officer: T. B. McRae) (L.G., March, p. 333).
3. The Ogilvie Flour Mills Co. Limited, Medicine Hat, Alta., and Local 511 of the United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn) (L.G., March, p. 333).
4. Maple Leaf Milling Company Limited, Medicine Hat, Alta., and Local 511 of the United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn) (L.G., March, p. 333).

Conciliation Boards Appointed

1. British Columbia Towboat Owners' Association (certain member companies) and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (L.G., Dec. 1961 p. 1271).
2. Motor Transport Industrial Relations Bureau (representing 47 companies within federal jurisdiction), Toronto, and Locals 879, 880 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Jan., p. 53).
3. Upper Lakes Shipping Limited, Leitch Transport Limited, Norris Grain Company Limited (Steamship Division), as represented by the Association of Lake Carriers, and Seafarers' International Union of Canada (L.G., March, p. 333).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in February to deal with a dispute between Upper Lakes Shipping Limited, Leitch Transport Limited, Norris Grain Company Limited (Steamship Division), as represented by the Association of Lake Carriers, and Seafarers' International Union of Canada (see above) was fully constituted in February with the appointment of G. D. LaViolette of Montreal as Chairman. Mr. LaViolette was appointed by the Minister in the absence of a joint recommendation from the other two members, Norman MacLeod Rogers, Q.C., Toronto, and Jean G. Lariviere, Montreal, who were previously appointed on the nomination of the companies and union, respectively.

Board Report of Settlement Received

Robin Hood Flour Mills Limited, Port Colborne, Ont., and Local 416 of the United Packinghouse Workers of America (L.G., March, p. 334). The text of the Report is reproduced below.

February changes in the regular monthly survey of 150 major employment areas made by the U.S. Labor Department's Bureau of Employment Security showed five classification changes, four of which reflected midwinter cutbacks in seasonal industries. The number of "substantial unemployment" areas grew from 61 in January to 62 in February, compared with a record 101 in March and April of 1961.

Report of Board in Dispute between

Robin Hood Flour Mills Limited

and

United Packinghouse Workers of America

The Board of Conciliation consisting of Norman L. Mathews, Q.C., company nominee; Lynn R. Williams, union nominee; and W. H. Dickie, chairman, met with the parties on January 29, 1962 at Toronto.

Appearing for the Company were:

W. G. Evans Labour Relations Manager
K. W. Crone Plant Manager
J. Flesch Assistant Plant Manager

Appearing for the Union were:

H. R. Bartenbach Union Representative
J. Cochrane President, Local 416
D. Chusing Member of Committee
P. Soucie Member of Committee
N. Marion Member of Committee
J. Thalen Member of Committee
L. Kramer Member of Committee

Matters in dispute:

1. Wages
2. Wage Rate Adjustment
3. Boat Loading Premium
4. Establishment & Rate of Lead Engineer
5. Vacation Improvements
6. Payment of Welfare Plans
7. Sick Pay (weekly indemnity)
8. Shift Premium Improvement
9. Ninth Paid Holiday
10. Retro-Activity
11. Bereavement Pay
12. Tool Replacement

The Board is pleased to report that a settlement was reached, the details of which are as follows:

Memorandum of Settlement

The parties hereto agree to recommend to their principals the acceptance of the following as a settlement of all the matters in dispute—

1. The contract to expire September 1, 1963.

2. Effective September 1, 1961 all wage rates to be increased 3¢ per hour; effective March 1, 1962 all wage rates to be increased 3¢ per hour; effective September 1, 1962 all wage rates to be increased 3¢ per hour; effective March 1, 1963 all wage rates to be increased 3¢ per hour.

3. Effective September 1, 1961 the following classification adjustments shall be made:

- a. Lead Engineer 10¢ per hour
- b. Head Mixer 3¢ per hour
- c. Head Receiver 3¢ per hour
- d. Elevator Operator 7½¢ per hour

- e. Flour Boat Loading 5¢ per hour
- f. Blender Helper 3¢ per hour

4. Weekly indemnity increased from \$35.00 to \$45.00 per week, employee cost \$1.50 per month.

5. Second shift premium increased from 5¢ per hour to 6¢ per hour.

Third shift premium increased from 7¢ per hour to 8¢ per hour.

Signed the 29th day of January, 1962 at Toronto, Ont.

For the Union

H. R. Bartenbach
D. Chusing
P. Soucie
John M. Cochrane
L. Kramer
J. Thalen
N. Marion

For the Company

K. W. Crone
J. Flesch
W. G. Evans

For the Board

W. H. Dickie
Norman L. Mathews
Lynn R. Williams

All this is respectfully submitted,

(Sgd.) W. H. DICKIE,
Chairman

(Sgd.) N. L. MATHEWS,
Member

(Sgd.) L. R. WILLIAMS,
Member

Toronto, Ont., the 2nd day of February, 1962.

During February, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Robin Hood Flour Mills Limited, Humberstone Plant, Port Colborne, Ont., and Local 416 of the United Packinghouse Workers of America.

The Board was under the Chairmanship of W. H. Dickie of Toronto. He was appointed by the Minister on the joint recommendation of the other two members, Norman L. Mathews, Q.C., Toronto, and Lynn R. Williams, Welland, nominees of the company and union respectively.

The Report is reproduced here.

LABOUR LAW

Legal Decisions Affecting Labour

Nova Scotia court quashes certification order; in another decision, enjoins picketing and awards damages. Ontario court upholds union dues agreement as being a collective agreement; in another decision, upholds arbitration award

In Nova Scotia, the Supreme Court denied the power of the Labour Relations Board to create a province-wide bargaining unit when the union's request limited the geographical extent of the proposed unit to the employees working on a project at a named municipality.

In another decision, the Court held that a strike authorized by a combined vote of two bargaining units was illegal, and that such illegality could not be cured by a subsequent "confirmatory" vote taken separately in each of the bargaining units. The Court enjoined picketing and held the union liable in damages for conspiring to interfere with the company's contractual relations.

In Ontario, the High Court held a union dues agreement between a railway company and certain unions to be a collective agreement within the terms of the I.R.D.I. Act. It was an agreement dealing with conditions of employment that do not necessarily come up for periodic review and it operated simultaneously with a collective agreement dealing with conditions of employment that normally require periodic review. Both such agreements were binding on all employees within the bargaining unit, whether or not they were members of the union.

In another decision, the Court, in upholding an award of a board of arbitration constituted under a collective agreement, held that the Court had no power to review a decision where a specific question of law was referred to the board and where such question was the only question to decide and was not incidental to deciding the whole matter.

Nova Scotia Supreme Court...

... enjoins picketing, awards damages to company because voting on strike did not comply with Act

On November 7, 1961, the Nova Scotia Supreme Court, in an action to restrain picketing and for damages, held that a

majority vote in favour of a strike obtained in a combined vote of the employees in two bargaining units did not comply with the provisions of the Trade Union Act, which provides that no strike shall be called until a secret vote of "the employees in the unit affected" has been taken and "the majority of such employees have voted in favour of a strike."

Further, the Court held that a subsequent "confirmatory" vote taken separately in each of the bargaining units could not cure the illegality of the strike already in existence.

On February 22, 1961, Local 1098 of the Retail, Wholesale and Department Store Union was certified by the Nova Scotia Labour Relations Board as a bargaining agent of the two bargaining units, one of the office staff and another of the sales staff employees of The Jacobson Brothers Ltd., a company engaged in the retail sale of clothing in Dartmouth, N.S.

Section 24 (3) of the Trade Union Act provides as follows:

Notwithstanding anything contained in this Act, no person shall declare or authorize a strike and no employee shall strike until after a secret vote by ballot of the employees in the unit affected as to whether to strike or not to strike has been taken and the majority of such employees have voted in favour of a strike.

A strike vote of both of these bargaining units was taken on October 4, 1961, and the employees affected voted together as one group, although they belonged to two different bargaining units. The vote was nine in favour of a strike and two against. More than twenty persons were employed in the sales force of the company.

In pursuance of this vote, both the sales and office staffs went on strike on October 6, and began to picket the company's premises. The day before, the company informed its employees that those who abstained from work on October 6 would be replaced.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

The bargaining units themselves had serious doubts about the legality of the vote of October 4, and on October 12 they took what they considered to be a confirmatory vote in which each of the bargaining units voted separately in order to conform to Section 24(3) of the Act, and in this vote each unit voted unanimously for a strike.

The pickets carried placards and striking employees distributed pamphlets urging people to respect picket lines, not to do business with the company and to refuse the payment of bills until the strike was over. The strikers parked motor vehicles in front of the company's store, causing numerous disturbances. The names of some trade unionists who crossed the picket lines were given to the Halifax, Dartmouth and District Labour Council; people who wanted to go into the store were shouted at and accosted; and pickets blocked the way to the store. As a result of all this, the company's volume of sales was reduced and its accounts receivable delayed.

Thereupon the company brought a representative action against some union members personally and as representatives of all members of the Local for an injunction restraining picketing and for damages, claiming that the defendants conspired together to interfere with those with whom the company had contractual relations and created a nuisance by watching, besetting, and picketing the company's premises.

Mr. Justice Bissett, in his judgment, held that a combined voting of bargaining units, as had taken place on October 4, was in direct violation of Section 24(3) of the Act. It was quite clear that the units must vote separately, as the section states that there must be a "ballot of the employees in the unit affected" and that there must be a majority of "such employees," that is, a majority of the voting employees of each unit, in favour of a strike before anyone can authorize a strike or before any employee can strike. This failure to act in accordance with Section 24(3) of the Act could not be cured by Section 51, which provides that "no proceedings under this Act shall be deemed invalid by reason of any defect in force or any technical irregularity."

In addition, if another interpretation of Section 24(3) is accepted, to the effect that there must be a majority of all the employees in the unit and not merely the voting ones, then, Mr. Justice Bissett added, the voting was far short of a majority as of October 4, since, at that time, there were more than twenty persons employed in the company's sales force, and the number of votes cast in favour of the strike was nine.

Consequently, the strike which followed the vote was unlawful as being in violation of Section 24(3) of the Act.

The strike being illegal, the company had, in Mr. Justice Bissett's opinion, a perfect right to declare that those who abstained from work had ceased to be company employees. The company's action was in accordance with Section 4(4) of the Act, which reads: "Except as expressly provided, nothing in this Act shall be interpreted to affect the right of an employer to suspend, transfer, lay off, change the status of or discharge an employee for proper and sufficient cause."

Since the strike was unlawful, the employees could not have the protection of Section 2(1) of the Act, which reads: "No person shall cease to be an employee within the meaning of this Act by reason only of his ceasing to work as the result of a lockout or strike which is not contrary to this Act or by reason only of dismissal contrary to this Act."

Regarding the second vote, the three employees of the office staff who voted were not employees on October 12, as they abstained from work on October 6, and thus ceased to be the company's employees and were not any longer eligible to participate in a strike vote under Section 24(3) of the Act; the same applied to at least four employees of the sales staff. Besides, two persons who voted had not been the company's employees for some months. Consequently, there was not a sufficient number of qualified voters from the sales force to provide a majority for a strike, as required by Section 24(3), as only eight of the sales staff had voted.

Furthermore, Mr. Justice Bissett could not see how this second balloting could legally authorize a strike that had been in existence since October 6, since Section 24(3) makes it clear that no one shall strike until after a strike vote is taken of the employees in conformity with this Section of the Act. Therefore, he was of the opinion that this second strike vote did not cure the illegality of the strike.

Regarding the company's claim for injunction, Mr. Justice Bissett granted an injunction restraining the picketing of the company's premises. In this respect, he relied on the decision of the Supreme Court of Canada in *Gagnon v. Foundation Maritime Ltd.* (L.G., Sept. 1961, p. 939), where it had been held that, if a strike is illegal, all picketing is illegal and may be restrained by injunction.

Further, Mr. Justice Bissett held that to watch and beset anyone in their house or business, as was done in the case at bar,

is an actionable private nuisance if damages result therefrom. Damages did, in fact, result in the case under review as the company's loss of sales was substantial, as was the drop in the credit payments. In reaching this conclusion, he relied upon the opinion of Mr. Justice Locke in *Gagnon v. Foundation Maritime Ltd.* and Lord Lindley in *Quinn v. Leatham* (1901) A.C. 495, who said that, when illegal, "picketing is a distinct annoyance, and if damage results, is an actionable nuisance at common law."

Regarding the company's claim that the defendants were conspiring to interfere with the company's contractual relations, Mr. Justice Bissett referred to Mr. Justice Ritchie who, in the *Gagnon* case, defined "conspiracy" as follows:

A conspiracy consists, not merely in the intention of two or more but in the agreement of two or more, to do an unlawful act or to do a lawful act by unlawful means. The essence of the crime of conspiracy lies in the agreement itself which may be punishable, although no action has been taken pursuant to it, but the tort of conspiracy sounds in damages and is concerned only with the effect upon others of steps taken to carry out such an agreement.

From the placards, picketing and the pamphlets it was apparent, in the view of Mr. Justice Bissett, that the defendants in the case under review, since the strike was unlawful, wrongfully conspired to procure, cause and influence the company's employees to abstain from work, to prevent and dissuade customers from going to the store and to urge credit customers to delay their payments. As it was in law a tortious conspiracy in such circumstances to interfere with contractual relations existing between the company and others, and since the company suffered a substantial loss, the defendants were liable in damages and it was not necessary for the company to prove that actual breaches of contract took place (*Gagnon v. Foundation Maritime Ltd.*).

The Court granted an injunction restraining picketing and ruled that the company was entitled to damages. *Jacobson Brothers Ltd. v. Anderson et al* (1962), 30 D.L.R. (2d), Part 10, p. 733.

Nova Scotia Supreme Court...

...quashes certification order for province-wide bargaining unit; application covered smaller unit

On August 18, 1961, Mr. Justice MacDonald of the Nova Scotia Supreme Court, in *certiorari* proceedings, quashed a certification order and ruled that the Labour Relations Board had no jurisdiction to certify a union as a bargaining agent in respect of a whole province when the application to the Board was in respect of a specified

bargaining unit covering employees of an employer working on a project at a named municipality.

On February 28, 1961, Local 271 of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers applied to the Nova Scotia Labour Relations Board to be certified as bargaining agent for a unit of employees employed by Ocean Steel & Construction Limited on the Nova Scotia Pulp Mill Limited project at Port Hawkesbury.

The company's business included fabrication of all types of steel and industrial contracting. The company's only permanent plant was situated at Saint John, and the only business carried on by the company in Nova Scotia was the erection of buildings or other works using materials fabricated at its Saint John plant. The work actually carried out by the company at Port Hawkesbury was the erection of steel tanks and precast wall panels fabricated in Saint John.

On April 17, 1961, the Board held hearings and no reference was made to the possible certification of any unit other than that described in the application.

On April 20 the Board issued an order certifying Local 271 as the bargaining agent for a unit consisting of boilermakers, riggers, erectors, fitters, blacksmiths, welders and helpers engaged in the erection of tanks and allied structures employed by the company in the province of Nova Scotia, but excluding foremen and employees above that rank.

The company challenged the certification order in *certiorari* proceedings, on the ground that, considering the localized character of the unit in respect of which the application was made, the Board had no jurisdiction to grant certification applicable to the whole province and, by extending the geographical scope of the unit beyond that requested, the Board exceeded its jurisdiction. Also, the company claimed that the Board had no jurisdiction to base its order upon a determination of membership in good standing in the trade union "as of the date of the filing of the application."

Mr. Justice MacDonald noted that, in the application for certification, the unit of employees in respect of which certification was requested was confined to employees of the company employed upon a particular project at Port Hawkesbury, but the certification order was issued in respect of a unit of employees of the company in the province of Nova Scotia. The question before the Court to decide was whether the Board could thus extend the geographical extent of the unit requested. In

answering this question, Mr. Justice MacDonald noted that the Board does not initiate the process leading to certification but that it acts upon an application made to it. Upon receiving the union's application, it is the duty of the Board to determine whether the proposed "unit" is one "appropriate for collective bargaining." Before making such a determination "the Board may . . . include additional employees in, or exclude employees from the unit" (S. 9(1)); but must be satisfied by vote or examination of records or such enquiries (or hearing) as it deems necessary of the wishes of the employees in the unit (S. 9(1), (2), (4)).

The Nova Scotia Trade Union Act provides also that the questions as to the appropriateness of the unit (and such questions as whether the majority of the employees in the unit are members in good standing of a trade union) are to be decided by the Board finally, subject to its own reconsideration of its decisions. If the Board is "not satisfied" that the trade union is entitled to be certified, it will reject the application (S. 9(7)).

In Mr. Justice MacDonald's view, the jurisdiction of the Board in respect of certification attaches upon receipt of an application by a trade union for certification as bargaining agent for a defined unit of employees according to Section 7(1); and its duty, and jurisdiction, in the words of Section 9(1), is to "determine *whether the unit in respect of which the application is made* is appropriate for collective bargaining." (The judgment of the Supreme Court of Canada in *B.C. Employees' Union, Local 260, v. B.C. Hotels Ass'n* (L.G. 1955, p. 676) gave support to this conclusion.)

It is quite consistent with this view of the Board's restricted jurisdiction in relation to determining the appropriateness of the proposed unit that the Board should be able substantially to alter the composition of the proposed unit by the addition or exclusion of certain classes of employees pursuant to Section 9(1), a procedure that the Court approved in *The Queen (Ex p. Mun. Spraying & Contracting Ltd.) v. Labour Relations Bd.* (N.S.), (1955), 2 D.L.R. 681.

In the case at bar, Mr. Justice MacDonald pointed out, the Board created a unit entirely unlike that desired by the applicant union and one that could not be determined to be appropriate from the terms of the application itself, particularly as it became applicable to all future employees of the company who might be engaged in unknown projects in other and unrelated parts of Nova Scotia on which the company might subsequently engage.

Mr. Justice MacDonald stressed, however, that there was nothing in the Act to prevent certification in respect of a province-wide group of employees of an employer *if application were made therefor*. When, however, the application relates only to employees engaged on a local project, the Board is without power to grant certification covering employees engaged elsewhere in the province. Consequently, Mr. Justice MacDonald held that the order of certification issued by the Board on April 20 must be quashed for lack of jurisdiction.

Next, Mr. Justice MacDonald dealt with the company's argument that the Board had no jurisdiction to base its order upon a determination of membership in good standing in the trade union *as at the date of the filing of the application* pursuant to Regulation 3A. The company claimed that the Act required that the determination as to membership in good standing had to be made as of the date of the order. In deciding this matter as of the date of the application, the Board showed an error of law on the face of the record.

In rejecting this claim, Mr. Justice MacDonald said that if there was an error of law, it was a mere error in the exercise of an established jurisdiction in respect of a matter removed from judicial scrutiny by Section 58 of the Act, whereby the Board's determination of such matter is made "final and conclusive and not open to question or review." The Board is authorized to determine its own procedure and, by Section 57, may make regulations governing its procedure and "may . . . prescribe what evidence shall constitute proof that a person is a member in good standing of a trade union"; and pursuant to that latter provision the Board passed regulation 3A, whereby such a member was deemed to be a member in good standing "*as at the date of the application for certification*." In Mr. Justice MacDonald's opinion, this regulation was within the power of the Board to enact.

An application for certification, he continued, must be processed by the administrative officers of the Board and some facts determined as of certain dates and according to a known technique. One of the elements in such a technique is necessarily the date as of which such facts must be found to exist or not to exist. He did not agree with the view expressed in the decision of the Appeal Court of New Brunswick in *Re Universal Constructors & Engineers Ltd. v. Labour Relations Bd. of N.B.* (1961), 27 D.L.R. (2d) 423 that a Board, before making a certification order, must, as a matter of law, carry its scrutiny of the composition of the bargaining unit down to the

time of the hearing. He was in agreement with a much more practical view taken by the courts in *Underwater Gas Developers Ltd. v. Ontario Labour Relations Bd.* (L.G. 1960, p. 280 and p. 1300) that it must be left to the discretion of the Board whether or not to carry its scrutiny of the composition of the bargaining unit down to the time of the hearing, and, if new developments arise immediately prior to certification, it is for the parties to seek reconsideration of the certification order. In this respect, Section 58 of the Nova Scotia Trade Union Act provided that a determination made by the Board in an order is final and conclusive, but the Board may, if it considers it advisable to do so, reconsider any decision or order and may vary or revoke such a decision or order; and the Nova Scotia Board has provided for that in Regulation 14.

The Court quashed the certification order on the ground that the Board had no jurisdiction to certify Local 271 as a bargaining agent for a province-wide bargaining unit, thus extending the geographical scope of the unit beyond that which was requested. *The Queen v. Labour Relations Board (Nova Scotia)*, (1961), 29 D.L.R. (2d), Part 7, p. 449.

Ontario High Court...

...upholds validity of union dues agreement that was collateral to collective agreement in force

On October 31, 1961, Chief Justice McRuer of the Ontario High Court ruled that a union dues agreement (a collateral agreement to a collective agreement) was a collective agreement as defined by Section 2(1) of the I.R.D.I. Act and binding on an employee who ceased to be a member of a union.

Canadian Pacific Railway Company (Eastern Region) had collective agreements with the Brotherhood of Locomotive Engineers and with the Brotherhood of Locomotive Firemen and Engineers dealing with conditions of employment and also establishing a preference of employment. The most recent of these collective agreements with regard to engineers was of January 20, 1959.

On January 21, 1954, the Railway Company had signed a joint agreement with both unions, called "union dues agreement," which was collateral to the collective agreements, and made certain preference jobs conditional upon the payment of union dues. The purpose of the union dues agreement, stated in the preamble was, "to provide for payment of union dues as a *condition of continued preference of employment* with the railway company." Clause 1(a) covering

engineers provided that every employee covered by the collective agreement and assigned to the engineers' working list would tender to the Brotherhood of Locomotive Engineers the amount of the monthly union dues. Failure in paying union dues would result in the loss of preference of employment.

Hill, a locomotive engineer and plaintiff in the case under review, prior to August 1957 was a member in good standing of the Brotherhood. In July 1957 he resigned as a member of the Brotherhood and joined another union. However, he continued to pay his union dues to the Brotherhood until November 1959, when he refused to do so. As a result of his action, he lost the preference of employment and suffered some economic loss.

In January 1960, he resumed the payment of dues as a non-member of the union and his preference of employment was restored. However, he applied to the High Court for a declaration that the union dues agreement was not binding on him since his resignation from the Brotherhood in August 1957, and was null and void as it purported to affect him.

The main argument before Chief Justice McRuer was that the union dues agreement was not a collective agreement as defined in Section 2(1)(d) of the Industrial Relations and Disputes Investigation Act, which reads as follows:

"Collective agreement" means an agreement in writing between an employer or an employers' organization acting on behalf of an employer, on the one hand, and a bargaining agent of his employees, on behalf of the employees, on the other hand, containing terms or conditions of employment of employees including provisions with reference to rates of pay and hours of work;

In the opinion of the Chief Justice, the union dues agreement fulfilled the requirements of the collective agreement in so far as it was in writing and it was between an employer and two bargaining agents of his employees who entered into the agreement on behalf of the employees. A question remained whether it came within the remaining terms of the definition of a collective agreement, namely, whether it contained terms or conditions of employment.

This determination was important because the union dues agreement purported to be an agreement on behalf of the plaintiff, who was employed as an engineer. Under Section 10 of the Act, where a trade union is certified as the bargaining agent of the employees in a unit, it has exclusive authority to bargain collectively on behalf of employees in a unit and to bind them by a collective agreement until the certification

is revoked. The Brotherhood of Engineers has had, since 1954, the exclusive right to bind all the employees of the railway company coming within the ambit of the collective agreement, and that included the plaintiff.

Section 18 of the Act provides:

A collective agreement entered into by a certified bargaining agent is, subject to and for the purposes of this Act, binding upon

- (a) the bargaining agent and every employee in the unit of employees for which the bargaining agent has been certified, and,
- (b) the employer who has entered into the agreement or on whose behalf the agreement has been entered into.

Therefore, if the union dues agreement was a collective agreement, the plaintiff was bound by it as long as he was employed by the company as an engineer or until the agreement was terminated.

The union dues agreement, in order to be considered a collective agreement, would have to be one "containing terms or conditions of employment of employees" within the meaning of Section 2(1)(d) of the I.R.D.I. Act.

Chief Justice McRuer noted that in *Sloan v. C.N.R.* (unreported) Mr. Justice Montpetit of the Quebec Superior Court came to the conclusion that a similar agreement was a collective agreement.

Since that judgment was given, the matter was dealt with in the Supreme Court of Canada in *Syndicat Catholique des Employés de Magasins de Québec, Inc. v. Compagnie Paquet Ltée.* (L.G. 1959, p. 286) where, in dealing with Quebec labour laws, it was stated that a collective agreement could be of wide scope. There are only two limiting factors—the terms of the agreement must relate to conditions of labour and must not be prohibited by law.

Section 2(1)(d) of the I.R.D.I. Act uses the words "terms or conditions of employment of employees" instead of the words "conditions of labour" used in the Quebec legislation. In the view of Chief Justice McRuer, the words of the federal Act are broader than the words in the provincial Act. Further, he added, the provisions in the union dues agreement that employees must pay union dues whether they belong to the union or not, or be subject to the discipline of losing a preference of runs given to employees who did pay union dues, were clearly terms or conditions of employment. The Brotherhood agreed to it and, by Section 18 of the Act, the plaintiff was bound by it while he continued in the employment of the company.

Another argument put forward by the company's counsel was that the agreement of January 20, 1959 was the only effective collective agreement between the company and the Brotherhood of Engineers, and insofar as the union dues agreement might have been in conflict with the collective agreement of 1959, it was overridden by it. The Chief Justice could see no reason why a union should not have two collective agreements dealing with different aspects of terms or conditions of employment, one dealing with those aspects that do not come up for periodic review, and another dealing with aspects that are likely to require periodic review. The parties have regarded the union dues agreement as one of the sort that did not require review unless one of the parties desired to terminate it. The other agreement dealt extensively with terms or conditions of employment that right have to be reviewed periodically. This being true, the Chief Justice added, one would hesitate to find that, because of some inconsistency between the two agreements, the union dues agreement was abrogated by the collective agreement.

In the opinion of the Chief Justice, the two agreements had to be taken together and read together as two agreements dealing with different aspects of terms or conditions of employment, and, as such, they were complementary one to the other. Consequently, the plaintiff, being an employee of the company, was bound by the terms of both these agreements unless they contained something forbidden by the express provisions of the I.R.D.I. Act.

The plaintiff argued that the union dues agreement was in conflict with the provisions of Section 4(4) read in conjunction with Section 6(1).

S. 4(4) No employer and no person acting on behalf of an employer shall seek by intimidation, by threat or dismissal, or by any other kind of threat or by the imposition of a pecuniary or other penalty, or by any other means, to compel an employee to refrain from becoming or to cease to be a member or officer or representative of a trade union, and no other person shall seek by intimidation or coercion to compel an employee to become or refrain from becoming or cease to be a member of a trade union.

S. 6(1) Nothing in this Act prohibits the parties to a collective agreement from inserting in the collective agreement a provision requiring as a condition of employment, membership in a specified trade union, or granting a preference of employment to members of a specified trade union.

The plaintiff contended that, taken by itself, the union dues agreement would be illegal at common law. Further, it was argued that if the employees agreed together and with their employer that employees

who are not members of the union must pay the union dues, such agreement, at common law, would be illegal, unless authorized by the statute. In the plaintiff's opinion, Section 6(1) did not authorize such agreement because the section in question deals only with membership in a trade union, and does not deal with the requirement of non-members to pay dues to the trade union.

Chief Justice McRuer was not prepared to accept that the union dues agreement would, in the absence of legislation, be illegal at common law.

He thought, however, that the I.R.D.I. Act, quite irrespective of Sections 4(4) and 6(1), by Sections 10 and 18 authorized the type of agreement in the case at bar, and that an employer was entitled under the Act to agree with a trade union acting on behalf of his employees that payment of union dues was a condition of employment or a condition to the enjoyment of preferences in employment. In his opinion, the purpose of Sections 4(4) or 6(1) is to preserve the right of freedom to belong to a union, or freedom to refrain from belonging to a union. An employee is not to be subject to coercion, but that is a very different thing from an employer's saying to his employees: "If you wish to have the benefits of the collective agreements that we enter into with the union, and to remain in our employ, you will pay union dues."

The Court found the union dues agreement valid and binding on an employee who ceased to be a union member. *Hill v. Canadian Pacific Railway Company et al.* (1961), 30 D.L.R. (2d), Part 8, p. 503.

Ontario High Court...

...dismisses application to quash ruling of an arbitration board under collective agreement

On November 21, 1961, Chief Justice McRuer of the Ontario High Court, in *certiorari* proceedings, dismissed an application to quash a ruling of the arbitration board constituted under collective agreement. The Court held that, where a specific question of law was referred to a Board of Arbitration, the Court had no power to review a decision on that question in *certiorari* proceedings.

There was a collective agreement between Canadian Westinghouse Company Ltd. and Local 504 of the United Electrical, Radio and Machine Workers of America, which, in Article 7, dealt with "specified holidays" as follows:

7.01 The company agrees to pay average hourly earned rate on the following specified holidays without requiring the employee to render service: New Year's

Day, Good Friday, Victoria Day (Empire Day), Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day.

7.02 This will apply only:

(a) When the specified holiday falls or is directed by statute to be observed on a normal working day;...

January 1, 1961 fell on a Sunday and the usual holiday was observed on January 2. The company refused to recognize January 2 as a holiday within the terms of the collective agreement. In due course, the grievance was submitted to arbitration and the majority of the Board allowed the grievance and ordered the company to pay the employees such pay as they were entitled to under the terms of the agreement as interpreted by the Board.

In their reasons, the majority of the Board stated that apparently some difficulty had arisen in interpretation of Clauses 7.01 and 7.02 of the agreement because of a common belief that the eight holidays named were all statutory holidays. In fact, only two of them are statutory holidays in the sense that they are prescribed by statute, namely, Victoria Day and Dominion Day. On the other hand, Good Friday, Christmas Day and New Year's Day are not prescribed as holidays by any Ontario or Dominion statute, but appear to be holidays established by usage and custom. Such custom originated when these days were decreed as holy days by the Church, and eventually became converted by common usage into public holidays. If Christmas happens to fall on Sunday, by custom and usage the following Monday may be observed as a holiday, and this practice has become almost universal in Canada; the same custom prevails with respect to New Year's.

Further, the Board stated that it was not disputed that in Hamilton, January 2, 1961 was observed as a holiday by banks, public servants, stores, and nearly all industry, except the plants of the company in question.

The majority of the Board concluded that there was a latent ambiguity in the terms of the written agreement and the Board was therefore permitted to receive and consider evidence of surrounding circumstances and the course of conduct of the parties with reference to previous agreements in similar terms. From the course of conduct that had been followed and the interpretation the parties had put on the same language in prior agreements, the Board concluded that the ambiguity should be resolved in favour of the employees.

The company applied by way of *certiorari* to quash the arbitration award on the ground that there were errors of law on the face of the award. Counsel for the company argued that there was no latent ambiguity in the written agreement and that the Board created a latent ambiguity by receiving evidence of surrounding circumstances and previous practices, and that this was an error in law.

The Chief Justice did not accept this argument and held that the Board did not err in law in deciding that the clauses in question were ambiguous. In fact, in his opinion, these clauses were not free from patent ambiguity, as none of the special holidays named in Clause 7.01 came within the description of a holiday that was "directed by statute to be observed on a normal working day."

As it is an elementary rule in the construction of written documents that words used are intended to have some meaning, the Board was right in seeking to determine what the intention of the parties was in using words, which, taken in their literal sense, had no meaning in the context in which they were used. In order to give the words proper meaning, it became necessary to resort to evidence of custom and usage and the previous conduct of the parties in relation to similar wording in prior agreements, and it was not unreasonable for the Board to conclude that the parties intended that the relevant words used in Clause 7.02 were intended to describe what is popularly referred to as a statutory holiday or a holiday authorized by statute, and that January 2 should be recognized as a holiday in cases where January 1 fell on a Sunday.

The next question for Chief Justice McRuer to decide was whether the Court had any power to review an award of a Board of Arbitrators where the question referred to them was a specific question of law. He noted the distinction between the jurisdiction of the Court where a specific question of law is referred to an arbitrator and where the question referred may require a decision on a question of law that is incidental to deciding the whole matter. In the former case, the Court cannot set aside the decision of the arbitrator because his decision may be erroneous, but in the latter case, an award may be set aside because of an error of law apparent on the face of

the award. Among the authorities cited by the Chief Justice were *Govt. of Kelantan v. Duff Development Co.* (1923) A.C. 395; *Absalom (F. R.) Ltd. v. Gt. Western (London) Garden Village Society Ltd.* (1933) A.C. 592; *Faubert & Watts v. Temagami Mining Co.*, (1960) S.C.R. 235; *Re The Bay Co. (B.C. Ltd.) & Local 170 of the Pipe-fitting Industry* (1960), 24 D.L.R. (2d) 582.

In the case under review, a specific question of law was referred to the Board, in substance: "What is the correct interpretation of Clause 7.02 of the collective agreement?" The Board honestly decided that there was a latent ambiguity in the clause.

In the opinion of the Chief Justice, when Clause 7.02 was read along with the available statute law, the ambiguity was more patent than latent. And following the principle stated above, he did not think he had power to review the decision of the Board as long as there was any ground on which it could decide that there was an ambiguity in the agreement. The Board, having decided that there was an ambiguity, proceeded in a proper manner by its own process to solve it.

In the Chief Justice's view, it was not his task to consider whether the Board came to the right conclusion or the wrong one. The specific point of law was referred to it for decision and that decision was final unless it appeared on the face of the award that the Board misconducted itself by the improper reception of evidence or otherwise. The Board did not err in receiving evidence of the circumstances under which the contract was entered into, including the previous conduct of the parties in reference to the interpretation they themselves had put on similar clauses in previous agreements. This evidence was necessary and relevant to the interpretation of the language of the clause, which, taken by itself, in the light of all the circumstances, had no real meaning. The Board decided that the words in question were ambiguous and it decided what the words were intended to mean. In the opinion of the Chief Justice, the Board's conclusion was final.

The Court dismissed the company's application and upheld the arbitration Board's award. *Re Canadian Westinghouse Co. Ltd. and United Electrical, Radio & Machine Workers of America, Local 504*, (1962), 30 D.L.R. (2d), Part 10, p. 676.

Recent Regulations under Provincial Legislation

Revised safety regulations governing explosives issued by Alberta Workmen's Compensation Board. New minimum first aid requirements laid down in Quebec

In Alberta, revised regulations governing explosives place new obligations on employers, supervisors and workmen and lay down stricter requirements with respect to the use of explosives.

New first aid rules issued by the Quebec Workmen's Compensation Commission stipulate that every workplace with more than 200 employees must have an emergency first aid room.

Alberta Workmen's Compensation Act

New safety regulations governing explosives issued by the Alberta Workmen's Compensation Board were gazetted as Alta. Reg. 40/62 on February 15, replacing Alta. Reg. 790/57 and Alta. Reg. 788/57. The new regulations apply to all employers and workmen concerned with the storage, use, handling, preparing and firing of explosives, except persons subject to the Coal Mines Regulation Act.

The new regulations are more comprehensive than those they replace. They set out specifically the responsibilities of employers, supervisors and workmen, and also deal with magazines; transportation of explosives and detonators; use, handling, preparation, loading and firing of explosives; and the powers of inspectors.

They place an obligation on the employer to ensure that his employees comply with these and other relevant accident prevention regulations.

The supervisor and foreman, too, now have a definite responsibility for the safety of workmen under their direction and control; they must ensure that no workman works in an unsafe manner or in unsafe circumstances. All tools and equipment must be maintained in safe working condition.

The workman is now obliged to use the safeguards, safety appliances, personal protective equipment or devices furnished for his protection. In this respect, the regulations state that the workman must wear a safety hat where there is a hazard from falling objects and eye protective equipment in specified circumstances. The employer is required to provide this safety equipment, and also an approved first aid kit at each location where work is being done.

An employer must now obtain a permit from the Workmen's Compensation Board to use, handle, prepare or fire an explosive. Previously, he had to obtain a permit before purchasing explosives. Now, the employer

is prohibited from allowing a workman to use, handle, prepare or fire an explosive unless the workman is authorized by name in the permit to do so.

The qualifications of such a workman are more strict than formerly. He must now be 21 years of age. Also, he is required to have at least six months experience within the preceding 24 months in using, handling, preparing and firing an explosive under the supervision, control and instruction of a workman authorized by the Board to perform these functions. In addition, he must hold a first aid certificate approved by the Board.

An employer's permit is not transferable and is valid for not more than two years. It must be returned to the Board for cancellation on expiry or termination of the workman's employment; it may also be cancelled or suspended by the Board at any time for cause.

Where more than one workman is authorized to use or handle an explosive, the employer must designate one person to be in charge of the blasting operation and must inform the Board which workman is in charge. The workman designated will be responsible for the safety and safe conduct of all persons in the vicinity.

The regulations state that the Explosives Act of Canada and regulations under it govern the storage of explosives and their transportation by road and private railway. The regulations incorporate an abstract from the Revised British Table of Distances, which governs the distance that a permanent storage magazine must be located from transportation routes or buildings. Another table sets out location requirements for a portable storage magazine. Other provisions dealing with magazines concern their construction, ventilation, protection, separation of explosives and detonators, use and storage of tools, removal of brush and debris and lighting.

The regulations contain a number of specific provisions relating to the transportation of explosives. The transportation of explosives and detonators by trailer is expressly forbidden, and certain packaging requirements for their transport are set out. Vehicles carrying explosives must bear specified "EXPLOSIVES" signs, amber and red lights, and be equipped with two fire extinguishers and an approved first aid kit.

They must not be taken into a garage or other building. Emergency running repairs only may be made to a vehicle unless the explosives are removed to a magazine.

Vehicles used to carry explosives must be inspected daily to ensure that fire extinguishers, electric wiring, gas tanks, feed lines, brakes and steering apparatus are in good order; that the chassis, engine, pan and bottom of body are clean and free from surplus oil and grease; that all metal sections of the vehicle are bonded together, and the vehicle is properly grounded when stationary.

A further provision prohibits smoking by any person in, on or attending a vehicle containing an explosive.

The regulations contain a number of requirements in connection with the use, handling and preparation of explosives. Among other precautions, a workman must not smoke in the immediate vicinity of an explosive and must not carry explosives or detonators in his pockets.

In geophysical operations, only the blaster and his helper may be permitted within 300 feet from the shot point when the shot is being fired, and the shooting truck must not be closer to the shot point than the minimum distance prescribed in the table incorporated in the regulations.

Requirements relating to explosives specify the order in which stock must be used, when it must be used, how cases are to be opened, how dynamite is to be cut, and the procedure for disposing of a deteriorated explosive. The regulations forbid placing explosives near an open flame or other specified sources of heat or light that might cause an explosion, and prohibit blasting during an electrical storm.

The employer is required to provide crimping tools and a suitable place for their use. He must also provide a powder box, according to specifications, for use as a separate storage where explosives and detonators are being used. The regulations stipulate that the keys to the locks on a powder box must be kept by the blaster, supervisor or other person authorized by the employer.

The regulations contain a number of requirements dealing with the loading of explosive charges. One of these provisions specifies that at the shot point the exploder must be kept under the direct supervision and control of the blaster.

The regulations also include a section relating to the firing of explosives. Some of its provisions specify the precautions to be taken by the blaster to ensure the safety of persons and property. Blasting may not be carried on in the area of a permanent

broadcasting transmitter unless the distance from the shot point to the nearest mast is not less than that prescribed in the table given in the regulations. Another provision requires that, if there is a radio transmitter on a shooting truck, the power switch must be in the "Off" position when there are detonators outside their magazine or above ground. Other requirements deal with fuses, electric blasting detonators, counting of explosives, misfires, bootlegs, exploders and the removal of waste and other matter before abandoning a shot point.

The regulations empower the inspector to order the employer or supervisor to make whatever changes, improvements or repairs are necessary to remove hazards to workmen or reduce the possibility of accident.

Manitoba Tradesmen's Qualification Act

The Manitoba Tradesmen's Qualification Act was brought into force February 15, 1962, by a proclamation gazetted February 17. The Act, which was passed in 1961, provides for voluntary certification of tradesmen with provision for compulsory certification at some future date.

Ontario Energy Act

Ontario has amended its regulations governing the consumption of gas and fuel oil, issuing O. Reg. 24/62 under the Energy Act. Relevant provisions previously contained in O. Reg. 156/61 are revoked.

Gazetted February 3, the amendment designates three organizations as agencies authorized to test and approve gas and fuel oil appliances in accordance with specifications approved by the Minister of Energy Resources.

The Canadian Gas Association is again a designated organization in respect of gas appliances.

The Canadian Standards Association and the Underwriters' Laboratories of Canada are now designated organizations in respect of gas appliances having an input exceeding 400,000 BTUs per hour, gas appliances of any input used for tobacco curing, commercial laundering and steam cleaning, and components of appliances used for liquefied petroleum gas only. They are also the organizations designated to test fuel oil appliances.

All three organizations are authorized to test appliances designed to burn both gas and fuel oil, either together or separately.

Ontario Trade Schools Regulation Act

Dental assistant training and dental nursing were added to the list of trades designated under the Ontario Trade Schools Regulation Act by O. Reg. 33/62 gazetted

February 17. As a result, schools offering instruction in dental assistant or dental nursing work are now subject to regulation by the Department of Education.

All such schools must now register and submit an annual statistical statement and financial report to the Minister of Education and comply with other provisions of the regulations under the Act.

Quebec Workmen's Compensation Act

A new regulation of the Quebec Workmen's Compensation Commission setting out minimum first aid requirements for establishments subject to the Workmen's Compensation Act, approved by O.C. 215, was gazetted March 3 to go into force September 1, 1962.

The new regulation (No. 24) stipulates that the first aid attendants must keep records showing the particulars of every accident and of the first aid treatments given. These records are to be made available for inspection upon request.

If the establishment has no medical department or nurse, the first aid attendant must be a duly qualified person with experience in the treatment of work injuries. The attendant is responsible for seeing that first aid supplies and equipment are kept in good order and easily accessible for immediate use.

The first aid supplies and equipment to be provided vary with the size of the establishment. All workplaces, however, are required to have a standard first aid manual similar to that of the St. John Ambulance and a first aid box containing the instruments, drugs and dressings specified. Establishments with more than 200 employees must have an emergency first aid room.

A number of rules regarding procedures to be followed with respect to different kinds of accidents (burns, fractures, etc.) are set down. One stipulates that first aid attendants must not suture wounds or carry out other procedures normally performed by doctors.

New Hazardous Occupations Order in U.S.

Order No. 16 declares all occupations in roofing operations to be particularly hazardous, prohibits employment of persons under 18 years in such occupations

The United States Secretary of Labor has issued an order declaring all occupations in roofing operations to be particularly hazardous for the employment of minors. As a result, young persons between 16 and 18 years of age are now barred from employment in such occupations.

The new order, Hazardous Occupations Order No. 16, went into force on February 5, 1962.

The order was issued under authority of the Fair Labor Standards Act, which regulates child labour and, as well, prescribes a minimum wage and establishes a regular work week of 40 hours for all employees engaged in interstate or foreign commerce or in the production of goods for such commerce.

The child labour provisions are designed to protect the safety, health, well-being and opportunities for schooling of young workers. One provision directly prohibits the employment of oppressive child labour in interstate or foreign commerce or in the production of goods for such commerce.

Oppressive child labour is defined to cover employment of children below the

age set in the Act or in administrative regulations. The general minimum age established by the Act is 16 years, except in occupations declared by the Secretary of Labor to be particularly hazardous for the employment of young persons between 16 and 18 years or detrimental to their health or well-being. The Secretary of Labor is also empowered to issue orders or regulations permitting the employment of children between the ages of 14 and 16 years in non-manufacturing and non-mining occupations provided such work will not interfere with their schooling or prove detrimental to their health or well-being. Under this authority, regulations have been issued fixing a 14-year minimum in such occupations as office and sales work, with limitations as to daily, weekly and night hours.

Hazardous occupations orders are issued after public hearings and advice from committees composed of representatives of employers and employees in the industry and of the public. In the 1939-1956 period, 13 such orders were issued, and two more were issued in October 1960.

Investigation and Hearing

The 16th hazardous occupations order, that covering roofing operations, was issued after the customary investigation and hearing. With the aid of technical advisers from State labour departments, management, labour, insurance and professional safety organizations, the Labor Department's Bureau of Labor Standards made an investigation of the hazards to 16- and 17-year-old persons employed in roofing operations.

Roofing operations were selected for study primarily because they had long been recognized by safety experts and others as one of the most hazardous segments of the building construction industry. The investigation was also prompted by reports to the Department indicating that minors under 18 were being injured in such employment. Also, several States had requested that this investigation be made.

The investigation covered all roofing operations performed in connection with the installation of new roofs, including related metal work, and alterations, additions, maintenance and repair of existing roofs.

Operations and hazards were observed in Illinois, Maryland and the District of Columbia, employers and employees were interviewed, and material handling methods, housekeeping practices, use of power tools and hand tools, personal protective equipment and safety practices followed were studied. In addition, information and advice were obtained from governmental agencies, trade associations, safety specialists, union officials and others. State laws were reviewed to determine to what extent minimum ages had been established for occupations in roofing operations. Also, a study was made of a variety of publications describing roofing occupations, operations, hazards and recommended safety practices.

A report of the investigation entitled, "Occupational Hazards to Young Workers, Report No. 16, Roofing Operations", was submitted in August 1961.*

According to the Report, statistical data collected by the Bureau of Labor Statistics showed that, in 1958, work-injury frequency and severity rates for roofing and sheet metal work done in connection with roofing operations greatly exceeded the corresponding injury-frequency rate and severity rate for all manufacturing. They were also higher than the corresponding rates for contract construction. The Report stated: "The rates for roofing and sheet metal work are exceedingly high by any standard of

measurement and reflect the hazardous conditions under which such work is performed."

One of the major hazards noted in the investigation was the danger of falls while working on roofs or scaffolds or while climbing ladders. This hazard is increased when employees must lean out over the edge of the roof to receive hoisted materials. The Report stated that sheathing often becomes rotten or weakened and may collapse under a roofer's weight. Falling through skylights temporarily covered with roofing paper is another cause of serious injury.

Another major hazard is the possibility of being seriously burned by hot tar (pitch, asphalt, etc.), which is heated to 350°F-475°F. Many burns result from handlers tripping or stumbling over obstructions and splashing the tar over themselves. Roofers are frequently burned by splattering tar when applying it with mops. Sometimes the tar fumes in the kettle ignite and cause serious injury to those close by. Tar kettles may even explode when overheated. Fume poisoning and eye injuries often occur from the fumes, the Report stated.

In view of these and other hazards, the Report recommended that an order be issued prohibiting the employment of minors under 18 in roofing operations. "Because of the high degree of hazard to which most employees in roofing operations are constantly exposed, and because such operations require mature judgment, caution and 'know-how', characteristics frequently lacking in young and inexperienced employees, it appears that an 18-year age minimum is warranted for all roofing operations," it said.

In accordance with established practice, a hearing on the proposed new hazardous occupations order was held on November 30, at which interested persons were given an opportunity to present data, views and arguments.

On December 26, 1961, Secretary of Labor Goldberg issued the new order, which went into force on February 5, 1962.

Order No. 16

In the order, "roofing operations" is defined to cover all work performed in connection with the application of weather-proofing materials and substances (such as tar or pitch, asphalt prepared paper, tile, slate, metal, translucent materials, shingles of asbestos, asphalt or wood) to roofs of buildings or other structures. The term also covers all work in connection with: (1) the installation of roofs, including related metal work such as flashing and (2) alterations,

*Available from the Bureau of Labor Standards, U.S. Department of Labor, Washington 25, D.C.

additions, maintenance, and repair, including painting and coating, of existing roofs. However, the order does not cover gutter and downspout work; the construction of the sheathing or base of roofs; or the installation of television antennas, air conditioners, exhaust and ventilating equipment or similar appliances attached to roofs.

Just as four earlier orders did, the new hazardous occupations order permits the employment of 16- and 17-year-old apprentices and student-learners under specified safeguards. An apprentice between 16 and 18 years who is employed in an apprenticeship trade may, intermittently and for short periods, engage in roofing operations, provided the work is incidental to the apprentice training and is carried on under the direct and close supervision of a journeyman as a necessary part of his apprenticeship training. The apprentice also must be registered by the Bureau of Apprenticeship and Training of the United States Department of Labor or a state agency recognized by the Bureau or be employed under a written apprenticeship agreement under conditions deemed by the Secretary of Labor to conform substantially to federal or state standards.

Similarly, a student-learner 16 or 17 years of age may engage in roofing operations only if he is enrolled in a course of study and training in a co-operative vocational training program under a recognized state or local educational authority or in a substantially similar course conducted by a private school. He must be employed under a written agreement which provides that any hazardous work he may be required to do will be incidental to his training, will be intermittent and for short periods of time and will be performed under the direct and close supervision of a qualified and experienced person. The agreement must provide also that safety instruction will be given by the school and correlated by the employer with on-the-job-training and that a schedule of organized and progressive work practices to be performed on the job have been prepared. Every written agreement must show the name of the student-learner and must be signed by the employer and school co-ordinator or principal. Copies of the agreement are to be kept by the school and the employer. If reasonable precautions are not taken to

ensure the safety of minors, the exemption for student-learners may be revoked.

The same practice was followed in orders governing power-driven woodworking machines; power-driven metal forming, punching and shearing machines; power-driven paper-products machines; and circular saws, band saws and guillotine shears (Orders 5, 8, 12 and 14).

A final provision in the order states that nothing in it justifies non-compliance with a federal or state law or municipal ordinance establishing higher standards.

Previous Orders

The 15 previous orders prohibited the employment of persons under 18 years of age in the following:

1. Occupations in or about plants manufacturing or storing explosives or articles containing explosive components;
2. Occupations of motor-vehicle driver and helper;
3. Coal-mine operations;
4. Logging occupations and occupations in the operation of any sawmill, lath mill, shingle mill, or cooperage-stock mill;
5. Occupations involved in the operation of power-driven woodworking machines;
6. Occupations involving exposure to radioactive substances;
7. Occupations involved in the operation of elevators and other power-driven hoisting apparatus;
8. Occupations involved in the operation of power-driven metal forming, punching and shearing machines;
9. Occupations involved in mining, other than coal;
10. Occupations in or about slaughtering and meat packing establishments and rendering plants;
11. Occupations involved in the operation of power-driven bakery machines;
12. Occupations involved in the operation of power-driven paper-products machines;
13. Occupations involved in the manufacture of brick, tile and similar products;
14. Occupations involved in the operation of circular saws, band saws and guillotine shears;
15. Occupations involved in wrecking, demolition and ship-breaking operations.

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Claimants at end of January 97,300 more than at end of previous month but 148,400 fewer than year earlier, statistics* show. Proportion of claimants coming under seasonal benefit the same as previous year, at 25 per cent

Claimants† for unemployment insurance benefit on January 31 numbered 698,500. This was greater than the December figure of 601,200 by a little more than 16 per cent, but about 17.5 per cent below the January 1961 total of 846,900.

The January total includes 174,200 persons claiming under the seasonal benefit provisions‡, compared with 108,500 claiming seasonal benefit on December 29, and 205,000 on January 31, 1961. The proportion of claimants classed as coming under seasonal benefit provisions—25 per cent—was the same as on January 31, 1961.

Of persons coming on claim during the last three months, four out of five were males, but males comprised fewer than two out of three of those on claim for more than 20 weeks on January 31.

Initial and Renewal Claims

Initial and renewal claims filed at local offices in January numbered 320,000, which was 37,700 fewer than in December and 24,000 under the total of January 1961. Three out of four claims filed during these periods were classed as "initial."

Of the 237,300 initial claims filed during January, a little more than three quarters could be classed as new separations from

*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. During the seasonal benefit period, claims in process are classed as regular until the computation of their contribution credits indicates otherwise.

‡Payments under the seasonal benefit provisions of the Act cannot be made for any week of unemployment prior to November 26. However, claims processed after mid-November and failing the regular requirements are re-computed immediately under the seasonal benefit provisions and post-dated to November 26.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

employment, the remainder being made by persons who had exhausted benefit and were seeking re-establishment of credits under either the regular or the seasonal benefit provisions. To this may be added 82,900 renewal claims, making a total of 266,500 new cases of recorded unemployment during January.

The estimated average weekly number of beneficiaries was 560,100 for January, in comparison with 320,200 for December and 672,500 for January 1961.

Benefit payments totalled \$57,800,000 in January, which was almost double the total of \$29,400,000 for December, but almost \$10,000,000 less than the January 1961 total of \$67,700,000.

The average payment per week compensated was \$24.57 in January, \$24.20 in December and \$23.96 in January last year.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for January showed that insurance books or contribution cards were issued to 4,972,478 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1961.

At January 31, registered employers numbered 336,437, an increase of 148 since December 31, 1961.

Enforcement Statistics

During January, 9,962 investigations were conducted by enforcement officers across Canada. Of these 6,497 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 217 were miscellaneous investigations. The remaining 3,248 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 297 cases, 59 against employers and 238 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,896.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in January totalled \$30,371,516.41, compared with \$29,269,080.06 in December and \$30,498,370.12 in January 1961.

Benefits paid in January totalled \$57,799,309.93, compared with \$29,447,375.24 in December and \$67,660,186.87 in January 1961.

The balance in the Fund on January 31 was \$135,877,305.03; on December 31 it was \$163,305,098.55 and on January 31, 1961 it was \$283,742,150.10.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 1923, December 15, 1961

Summary of the Main Facts: The claimant filed an initial application for benefit at the office of the Unemployment Insurance Commission at Edmonton, Alta., on June 26, 1961, and was registered for employment as a locomotive fireman. He had worked as a locomotive fireman for the XYZ Railways until June 19, 1961, when he was suspended from his employment for violating a railway operating rule.

The rule reads:

Trains or engines moving in the facing point direction finding the fixed signal protecting a spring switch at stop must examine the points, and if not properly closed and cannot be closed by hand, they must be spiked in proper position before being used. After movement over switch has been made spike must be removed and superintendent notified immediately. If in automatic block signal system territory and switch points are found in proper position train will be governed by indication of signal. Trains or engines must stop and examine main track spring switches before making facing point movements over them unless receiving a signal indication permitting them to proceed.

The investigation by the railway on June 19, 1961 brought out that the fireman was handling the train when it ran past a spring switch; that he had already brought the train to a stop once and had found the brakes in good working order; that an air test had been given before departure and all air brakes on the train were in good working order; that he had passed a "proceed with caution" signal two miles before reaching the stop signal, and from that point he was travelling at 18 to 20 miles an hour; that

he was familiar with the location of the spring switch; that he had acknowledged the engineman's warning that the signals were displaying stop.

He testified that the only way he could have brought the train to a stop before running the signal was to put the brakes into emergency, although he said he believed he could have stopped if he had shut the throttle off. He had not done this because he believed he had sufficient time to bring the train to a stop while under power. In answer to a question he said he believed he did have the train under control; his judgment was in error, he added.

The claimant had been a fireman since February 1949 and a "written-up" engineman since January 4, 1954. He had last had an oral examination on operating rules on July 17, 1958.

On the evidence before him, the insurance officer disqualified the claimant and suspended benefit from June 25, 1961 to July 29, 1961, inclusive, because, in his opinion, he had lost his employment by reason of his own misconduct (section 60(1) of the Act).

The claimant appealed to a board of referees, before which he and his representative, the Legislative Representative from his lodge of the Brotherhood of Locomotive Firemen and Enginemen, appeared at the hearing of the case on August 24, 1961. The board, by a unanimous decision, dismissed the appeal. The decision read in part:

The board is of the opinion that the claimant lost his employment or was suspended with XYZ Railways by reason of failing to

*These do not necessarily relate to the investigations conducted during this period.

obey a rule. The claimant was well acquainted with this particular run and knew that the signals were coming up and he should therefore have been operating the locomotive in such a manner to obey the rule which required him to stop. The argument put forth by the claimant that this was an error in judgment cannot really be accepted in view of his familiarity with this particular run. Probably the claimant just was not paying sufficient attention in the operation of the locomotive...

The Brotherhood appealed to the Umpire on September 25, 1961, and stated:

We cannot agree that this case can be classed as misconduct under and within the meaning of section 60 (1) of the Act, but rather an error in judgment. An error in judgment is in many cases classed as a rule violation under the railways operating rules.

It is not necessary that a violation of one of the railway rules, resulting in suspension or dismissal, must be misconduct under the Unemployment Insurance Act.

It is expected that railway operating groups are governed by strict rules, in the interest of safety, and are therefore subjected to suspension or dismissal for causes which in other industries would not carry such severe penalties.

The insurance officer submitted a statement of observations, dated October 18, 1961, for consideration by the Umpire. It read in part:

As they are thus made fully aware of the high degree of caution required of them and of the serious consequences of their neglect in this connection, the operating employees of a railway are seriously neglecting their duty when they fail to exercise the required care and to observe the rules established for the safe operation of the railway. Such neglect amounts to misconduct in the course of their employment.

The fact that the claimant was only suspended rather than dismissed does not affect the question involved here. The question involved is whether the loss of employment by the claimant was by reason of his own misconduct as provided in section 60 (1) of the Act. If the claimant was in effect suspended for only 30 days, this factor would only have some bearing on the duration of the disqualification period which should not exceed the period of employment lost by reason of the claimant's misconduct...

It is submitted that the unanimous decision of the board of referees should be upheld and the union appeal dismissed.

The Brotherhood requested an oral hearing before the Umpire, which was held in Ottawa on December 6, 1961. The Brotherhood was represented by its Vice-President, A. R. Gibbons, and the Unemployment Insurance Commission by J. A. G. MacDonald, a solicitor of its Legal Branch, who was assisted by G. Aley, an insurance officer.

Considerations and Conclusions: There is no proof that the claimant deliberately or wilfully violated the railway operating rule

in question. However, the record shows that he nevertheless was careless or negligent to the extent that, as he was familiar with the location of the spring switch "at east end of double track Mileage 122.3" and had seen, at Mileage 120.1, the signal warning him he might find the "signal at stop" at Mileage 122.3 and should now proceed to reduce the speed of his train accordingly, he inexplicably was unable to prevent the leading unit of that train from proceeding beyond the point where, according to the applicable operating rule, that unit should have been brought to a stop.

While no person is infallible, yet it must be borne in mind that it was the claimant's responsibility to see that the said operating rule was carried out to the letter. As he has given no sound reason why he violated the operating rule in question, I feel that his failure to comply with that rule amounted to misconduct within the meaning of section 60(1) of the Act. I consequently decide to confirm the unanimous decision of the board of referees.

Such mistakes are nowise to be condoned; on the other hand, in view of the number of years during which the claimant's service was apparently satisfactory and of the fact that he was, in effect, suspended from his employment for only 30 days, I decide also that the disqualification should be reduced to two weeks.

But for this modification, I dismiss the Brotherhood's appeal.

Decision CUB 1925, January 12, 1962

Summary of the Main Facts: The claimant filed an initial application (postal) for benefit on July 24, 1960, and was registered for employment as a millwright. He had been employed as a maintenance mechanic in a mine from April 8, 1958 to July 8, 1960, when he became separated from his employment because of a general layoff due to the closing of the plant. His rate of pay at the time of separation was \$2.46 an hour. The claim was allowed.

In October 1960, the local office of the Commission received an anonymous report that the claimant owned and operated a gas station and restaurant. The matter was referred to an enforcement officer of the Commission, who ascertained that the service station had been in operation since January 1, 1960, and that although no mechanical repairs were carried out, gasoline was sold and meals were served. It was learned also that the business undertaking was owned jointly by the claimant and his wife. From the information obtained, a formal investigation was requested.

On November 22, 1960, the claimant completed the following statement in the presence of the enforcement officer:

I,, commenced to operate the [service station] on January 1st. No repairs are carried out—merely gas sales & meals. My wife looks after the restaurant. We have no help. I have always been available for work. Gross returns from food & gas average about \$150 per month. The lease is in my name and my wife's name.

The weekly report forms completed by the claimant in respect of the weeks from July 24, 1960 to November 12, 1960 showed that he had declared no employment during this period and also that he had indicated he was capable of and available for work during each week.

The following is a letter from [the T..... Company] dated December 5, 1960, in reply to a request from the enforcement officer for information regarding the service station:

... We would like to advise that we do not have a lease with [the claimant] inasmuch as we do not own the premises from which he is operating, and therefore as such he is not our lessee. He is, however, contracted with us for the purchase and resale of petroleum products through his outlet, and signed our standard trading agreement on December 23, 1959.

From information on our file, it is our understanding [the claimant] purchased this property from late in 1959 or early 1960, and as any stock involved in inventory which changed hands at time of the transaction in no way concerned our Company, we have no information on this...

On December 22, 1960, the enforcement officer wrote to, who was the former owner of the business, requesting information as to the amount of stock involved in the inventory when he sold the business to the claimant at the end of 1959 or commencing 1960. His reply, received on January 3, 1961, reads as follows: "Seven hundred in stock."

The investigation revealed also that the claimant's wife looks after the restaurant and that no help is employed for the operation of the business.

The insurance officer notified the claimant, by letter, on January 19, 1961, that he was disqualified and that benefit was suspended from July 24, 1960, for the reasons that he was engaged in business on his own account as a restaurant and service station operator and had failed to prove that he was unemployed as required by section 54 (1) of the Act and Regulation 154. In reaching his decision, the insurance officer commented:

The restaurant and service station is located on highway 17 and this portion of the highway is considered to be very busy during the summer months. The claimant's wife had a child born on 14 December 1958 to care for

in addition to operating the restaurant and service station and although no help was employed, it was considered that [the claimant] was engaged in the operation of this business when he was not on duty with [the mine] and although his wife operated the business from 1 January 1960 to the date claimant separated from employment on 8 July 1960, it was considered that the volume of business was such that the business could not operate without the claimant's active participation as his wife could not care for her child and operate the restaurant and service station during the busy tourist season...

This retroactive disqualification created an overpayment of benefit of \$540.

The claimant appealed to a board of referees on February 3, 1961, and stated:

... In January 1960, the claimant purchased the restaurant and service station and it is held in joint ownership with his wife. From that period until laid off from [the mine] the claimant's wife operated the business on her own and was assisted by the claimant when off shift. After the layoff, the claimant assisted his wife without pay but was available for work at all times. See—CUBs 306, 369, 1479, 1486 and 1524.

The claimant reported to the Local Employment Office in Sudbury several times trying to obtain employment in his line of work or any other line.

On December 5th, 1960, the claimant obtained employment in his line as millwright with C..... Company, where he has continued to work and is presently working. He is presently holding the position of working foreman with the aforementioned company.

The claimant contends that during the period of his unemployment, he was truly unemployed as required under Regulation 158(4) and further that the C.U.B. decisions mentioned earlier will substantiate this claim...

The claimant filed a renewal application for benefit on April 11, 1961. The application showed that the claimant was employed as a millwright with C..... Company at a wage of \$3 an hour from January 13, 1961, to April 11, 1961, when he was laid off because of lack of work, which reason was confirmed by the employer. This renewal application was submitted for decision and the claim was allowed, subject to the previous indefinite disqualification effective July 24, 1960, herein before referred to.

On April 21, 1961, the T..... Company addressed the following letter to the enforcement officer:

In answer to yours of April 12th, and our conversation of today's date, this is to advise you of purchases of products from us by [the claimant].

Total Gasoline	26960 gallons
A Motor Oil	84 "
B Motor Oil	72 "
C Anti-Freeze	12 "
D Fluid	6 "

These were the total purchases between January 24th and November 12th as requested. (Exhibit 9)

The fact that the claimant had been employed from January 13, 1961 to April 11, 1961 was taken into account by the insurance officer but no change was considered warranted in the decision, as the claimant had been employed during the quiet off-season.

The facts of the case were reviewed by the insurance officer with respect to section 106A of the Act and as the claimant had failed to declare this employment, he was considered to have made a false statement and a disqualification was imposed in the amount of \$75, to be liquidated by means of deductions from weekly benefits which would otherwise be payable on or after May 7, 1961. Notice of this disqualification was addressed to the claimant on May 3, 1961.

A board of referees heard the case on June 1, 1961. The board's decision reads in part:

... Claimant was not present but was represented by Business Manager... of the Carpenters and Joiners Union...

We are convinced by the evidence that claimant was occupied personally in the operation and maintenance of the business referred to. A claimant self-employed, or engaged in business shall not be considered as unemployed. The evidence we have before us fails to prove that claimant was unemployed. The income from the business as stated by claimant was \$150 monthly. This amount may not be considered as minor and the Act reminds us that it is not undertaking to subsidize a growing personal business venture, such as is described herein.

Exhibit 9 shows merchandise used by claimant between January 24 and November 12 as 26,960 gallons of gasoline, plus sundry other items as listed. When an insured person enters into business on his own account and thereby becomes self-employed, he places himself outside the scope of the unemployment insurance plan for the duration of his self-employment.

Regarding the claimant's signatures on the weekly report forms, we have given much consideration. He failed to make any reference to his business venture, or the remuneration resulting.

The following CUBs were considered: 245, 264, 306, 369, 1355, 1479, 1524, 1543...

Our unanimous decision is appeal be dismissed and disqualification imposed by Insurance Officer confirmed on both counts:

1. Claimant has not proven he was unemployed on 24 July 1960 and subsequently.
2. In effect claimant has made statement he knew to be false or misleading in respect of 24 July 1960.

From the unanimous decision of the board of referees, the United Brotherhood of Carpenters and Joiners of America, of which the claimant is a member, appealed to the Umpire and stated:

The Claimant in his estimation was unemployed, and met all requirements under Regulation 158 (4). He was available for work and travelled to Sudbury and reported to the Local

Employment Office several times trying to obtain employment in his line or any other line of work.

The Claimant's wife operated the business from time of purchase January 1st, 1960, without any assistance, but was aided by the Claimant in the evening after his day's work.

The volume of business as stated in Exhibit 9 was not sufficient to operate the business and pay expenses, therefore the claimant was required to pay from his wages additional money to cover costs.

Exhibit 2 Claimant's statement—Gross returns average about \$150 per month, and this is borne out by the gallonage mentioned in Exhibit 9.

In the insurance officer's decision, it states it was considered that the volume of business was such that the business could not operate without the claimant's active participation, as his wife could not care for her child and operate the restaurant and service station during the busy tourist season.

The volume of business in Exhibit 9 does not indicate that it required the participation of the claimant.

Insurance officer's decision, page 4 of the Submission to the Board of Referees states—the claimant failed to declare this employment; he was considered to have made a false statement.

The claimant, although in joint ownership of the Service Station, received no remuneration from the business when unemployed and admits to assisting his wife, but was still available for work.

See CUBs 306, 369, 1479, 1486 and 1524...

The union also requested an oral hearing before the Umpire, which was held in Ottawa on September 15, 1961. The claimant was represented at the hearing by A. Andras, Director of the Legislation and Government Employees Departments of the Canadian Labour Congress, and the Unemployment Insurance Commission by J. A. MacDonald, a solicitor of its Legal Branch.

Mr. Andras stated, in effect, that the work involved in selling 26,960 gallons of gasoline over a period of nine months or so was not as considerable as it might seem. He said, in fact, it meant selling 109 gallons a day on the average, or in other words, servicing eight to ten automobiles a day or one an hour. Moreover, he contended that the work involved did not require a full-time attendant and as evidence of this, the claimant's wife had performed this work alone from January 1 to July 8, 1960, and again from December 5, 1960 to April 11, 1961, in addition to looking after the small restaurant and her young child.

Mr. Andras stated also that as the claimant's salary when working in his usual occupation as millwright was \$120 a week, it was inconceivable he would leave it to attend to a small business having gross returns of \$150 a month, which after deductions for expenses would leave a small

amount as compensation to be divided between two persons. Furthermore, he contended that the claimant had shown a strong attachment to the labour market, as the record showed that he had not left his employment but had been laid off because of lack of work, that he had called at his local office "several times trying to obtain employment in his line or any other line of work" and that he did, in fact, obtain employment.

Mr. MacDonald stated, *inter alia*, that as this was a factual case, the Umpire should attach full importance to the unanimous decision of the board of referees, and that according to his calculations, the amount of the gross returns from the service station which the record showed was \$150 a month was much too low and that the claimant's profit would be at least \$177 a month from his sales of gasoline alone.

Considerations and Conclusions: On the facts before me, I consider that the claimant has proved that he was unemployed during the weeks comprising the period under review, and I so decide.

The error which seems to have been made by both the insurance officer and the board of referees in examining and assessing the facts of the present case results from their omission to take into account the nature and extent of the participation of the claimant's wife in the operation of the business in question.

The record shows that the said business was owned jointly by the claimant and his wife, that during the periods he was regularly employed elsewhere, viz., for six months after the commencement of the business on January 1, 1960, and later on for at least three months, the wife operated the restaurant and the service station alone during her husband's working hours in these two employments and that, although the extent of his participation in the operation of the business may have been more considerable in his periods of unemployment, his wife did not cease to take an active part in its operation during such periods. The record shows also that the claimant tried to obtain employment "in his line or any other line" and that he, in fact, obtained employment in his usual occupation.

In view of the foregoing, I consider that in so far as the claimant was concerned, his business engagement was so minor in extent that a person would not, under the circumstances, normally have followed it as a principal means of livelihood.

I consequently decide to allow the Brotherhood's appeal, subject, however, to the power vested in the insurance officer to determine the amount of the claimant's earnings from the aforementioned enterprise. In this connection, I would suggest that, on the facts of the case, such amount could be 50 per centum of the net returns from the enterprise.

Monthly Report on Operations of the National Employment Service

Vacancies notified in February 31.4 per cent higher and placements effected 32.6 per cent higher than in February 1961. There were more placements this February than in any February since 1945. Male placements up by 38.9 per cent

Vacancies notified to the National Employment Service during February were higher by 31.4 per cent, and placements effected were higher by 32.6 per cent than in February 1961. There were more placements in February than in any February since 1945.

Vacancies totalled some 87,000, and placements, more than 71,000.

Vacancies for men, numbering 57,000, were 39.9 per cent higher, and vacancies for women, at 30,000, were 18.1 per cent higher.

The total vacancies of which NES was notified during the first two months of

1962, were higher than in the corresponding period in any year since 1947.

Total placements of men effected during February were 49,000, an increase over those of February 1961 of 38.9 per cent; and total placements of women were 22,000, an increase of 20.9 per cent.

Placements were higher in February in all regions, the percentage increase over February 1961 being as follows: Atlantic, 39.1; Quebec, 13.2; Ontario, 55.7; Prairie, 24.0; and Pacific, 29.6.

(Continued on page 471)

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during February Works of Construction, Remodelling, Repair or Demolition

During February the Department of Labour prepared 229 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 144 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition 179 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Departments of Defence Production, Mines and Technical Surveys, Northern Affairs and National Resources, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in February for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	165	\$352,278.00
Post Office	8	179,701.75
Royal Canadian Mounted Police	13	343,878.07

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during February

During February the sum of \$78,560.50 was collected from eight contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 902 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during February

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Fredericton N B: Weyman Construction Co Ltd, alterations to main dairy barn. *Kapuskasing Ont:* Matthias Investment Co Ltd, extension to dryer shed, Experimental Farm, Research Branch. *Lethbridge Alta:* Oland Construction (1959) Ltd, extension to machine shop, Research Station. *Summerland B C:* Interior Contracting Co Ltd, improvements to virus orchard road, Research Station.

Central Mortgage and Housing Corporation

Toronto Ont: Conniston Construction Co Ltd, planting shrubs & trees & construction of concrete walks, Lawrence Heights. *Pinawa Man:* Nelson River Construction Ltd, construction of water intake pipe & intake structure (job 15); John Ziyone, clearing & underbrushing (job 17/62). *Shilo Man:* G M Guest Contractors Ltd, construction of electrical distribution system for 198 housing units (DND 4/61).

In addition, this Corporation awarded three contracts containing the General Fair Wages Clause.

Department of Citizenship and Immigration

Manitoulin Island Indian Agency Ont: Albert Sheppard, construction of day school & staff residence, Manitoulin Island (Sheshegwaning IR No 20). *Sioux Lookout Indian Agency Ont:* Hakala Construction, construction of staff residence & power plant bldg, Deer Lake. *Fisher River Indian Agency Man:* Interlake Plumbing Ltd, installation of plumbing facilities and new washrooms, Lake St Martin IDS. *Portage la Prairie Indian Agency Man:* R E Turner, new installations & renovations to kitchen, scullery & dish-washing area, Birtle IRS, Birtle. *Battleford Indian Agency Sask:* Central Plumbing & Heating Ltd, installation of new heating system & minor alterations, Little Pine IDS; Central Plumbing & Heating Ltd, renewal of heating system & water supply & plumbing installations, Red Pheasant IDS. *Meadow Lake Indian Agency Sask:* Duhaime Electric, construction of electric generating plant & rewiring of school & teacherage, Peter Pond Reserve, Dillon. *Blackfoot Indian Agency Alta:* Tom's Construction, repairs to floors, staircases, door entrances, etc, Crowfoot IRS. *Edmonton Indian Agency Alta:* Rosen Construction Co Ltd, installation of washroom facilities & miscellaneous repairs, Alexander IDS. *Fort Vermilion Indian Agency Alta:* St Laurent Construction Ltd, miscellaneous repairs, Assumption IRS; Yukon Construction Co Ltd, construction of school, residence & power plant bldg, Habay. *Lesser Slave Lake Indian Agency Alta:* Fuller & Knowles Co Ltd, renovations to water supply systems at Wabasca & Desmarais IRS, Desmarais. *Skeena*

River Indian Agency B C: K Moore & Co Ltd, construction of power plant bldg, diesel electric generating set & heating improvements, Hartley Bay IDS. *West Coast Indian Agency B C:* K Moore & Co Ltd, construction of bathroom facilities, Alberni IRS.

Defence Construction (1951) Limited

Summerside P E I: Cara Development Corporation Ltd, construction of fire hall, Stage 3, RCAF Station. *Cornwallis N S:* Cara Development Corporation Ltd, interior painting of Bldg 31-1, HMCS *Cornwallis*; Raymond I Downie, replacement of foundations under four bldgs; Raymond I Downie, repairs to roof trusses in theatre section, Bldg 33-1. *Halifax N S:* Powers Bros Ltd, supply & installation of steam, air & water services connecting jetties 2 & 3, HMC Dockyard. *Val d'Or Que:* North Shore Construction Co Ltd, extension & repairs to runway, RCAF Station; P A L'Ecuyer Co Ltd, construction of tacan bldg & tower, RCAF Station. *Ville la Salle Que:* Noma Construction Co Ltd, construction of fire hall, RCN. *Arnprior Ont:* Peirson Buildings Ltd, repairs to roof trusses, Vertol Hangar. *Rivers Man:* Swanson Construction Co Ltd, construction of fire hall, Stage 2, RCAF Station. *Moose Jaw Sask:* Arrow Electric, rewiring & relighting of Armoury. *Cold Lake Alta:* F J McDaniel Ltd, construction of reinforced concrete tower foundations, RCAF Station. *Chilliwack B C:* Burns & Dutton Concrete & Construction Co Ltd, construction of Administration Bldg, RCSME, Camp. *Comox B C:* F B Stewart & Co Ltd, installation of ceilometer & transmissometer (electrical control distribution system), RCAF Station; ICR Electric Ltd, installation of runway & approach lighting system, RCAF Station. *Esquimalt B C:* G H Wheaton Ltd, alterations to Bldg No 109, HMC Dockyard. *Kamloops B C:* Seaward Construction Ltd, construction of canopy over loading platform, lower terminal. *Various locations:* Three contracts in the restricted category.

Building and Maintenance

Camp Gagetown N B: Cara Development Corporation Ltd, construction of indoor & outdoor miniature tank ranges. *Farnham Que:* Desourdy Freres Ltee, renovations to garage in Camp. *Barriefield Ont:* Cara Development Corporation Ltd, interior repainting of 202 PMQs, Fort Henry Heights. *Camp Borden Ont:* Cara Development Corporation Ltd, interior painting of 222 PMQs. *Downsview Ont:* Warneke Decorating Co, fire retardant coating, Bldg No 2, RCAF Station. *Hamilton Ont:* Wm Ford Construction Ltd, structural repairs to floors, Armoury. *Churchill Man:* Brothan Painting Co Ltd, interior painting of four barrack blocks, 80 PMQs & corridors in areas "E", "G" & "J". *Rivers Man:* MacWilliams Construction Co Ltd, supply & installation of 1035 metal windows at CIATC. *Shilo Man:* H G Hay Decorating Co, interior painting of 80 PMQs, Camp. *Winnipeg Man:* Oswald Decorating Co, interior painting of 26 bldgs, Fort Osborne Barracks; Cara Development Corporation Ltd, interior repainting of 76 PMQs, Fort Osborne Barracks. *Calgary Alta:* Lemmer Decorating Co, interior painting of six bldgs.

In addition, Defence Construction (1951) Limited awarded one contract containing the General Fair Wages Clause.

Department of Defence Production

Halifax N S: Portland Electrics Ltd, partial rewiring & relighting of Bldg No 3, Willow Park. *Moncton N B:* Stewart Butler Ltd, fire retardant painting of walls & ceilings of receipt section, Bldg 38, No 5 Supply Depot, RCAF Station. *Kingston Ont:* T A Andre & Sons Ltd, relocating dental clinic at RMC. *London Ont:* Harrison & Green Construction Ltd, renovations to chassis dynamometer section in Bldg 30, 204 Base Workshop, RCME, Highbury Ave; Len J McCarthy, interior painting, Wolseley Barracks; Fred Mowll, interior painting of various bldgs, 27 COD & 204 Base Workshop, RCME, Highbury Ave. *Petawawa Ont:* T Williams Plumbing & Heating, installation of oil burners, Camp. *Uplands Ont:* Canadian Johns-Manville Co Ltd, installation of partitions, door frames & doors. *Fort Churchill Man:* A E Robertson & Co Ltd, interior painting & ceiling repairs to corridors; A E Robertson & Co Ltd, resurfacing corridor floors. *Headingley Man:* Canadian Ice Machine Co Ltd, supply & installation of air cooled condensers, RCAF Transmitter site. *Shilo Man:* J H Glawson Painting & Decorating, interior painting of six bldgs, Military Camp; Magnacca Agencies Ltd, reinsulation of ceilings in five bldgs, Military Camp. *Moose Jaw Sask:* P W Graham & Sons Ltd, installation of concrete slab, RCAF Station. *Calgary Alta:* Slaters Floor Coverings Ltd, replacement of counter tops in 100 PMQs, Currie Barracks. *Edmonton Alta:* Western Cabinet Ltd, supply & installation of aluminum self storing combination doors on PMQs, Griesbach Barracks; J Mason & Sons Ltd, repainting various bldgs, Griesbach Barracks. *Grande Prairie Alta:* R Whyte,

supply & installation of new windows & asbestos siding shingles to exterior of drill hall. *Victoria B C*: Capital City Roofing & Floor Co, supply & installation of tile & hardwood flooring in PMQs, Work Point Barracks.

In addition, this Department awarded 113 contracts containing the General Fair Wages Clause.

Department of Mines and Technical Surveys

The Department awarded 13 contracts containing the General Fair Wages Clause.

National Harbours Board

Montreal Que: Pentagon Construction Co Ltd, construction of superstructure, additional ramp from St Helen's Island to Jacques Cartier Bridge. *Vancouver B C*: J T Devlin & Co Ltd, painting grain galleries, Elevator No 2 & Ballantyne Pier.

Department of Northern Affairs and National Resources

The Department awarded three contracts containing the General Fair Wages Clause.

Projects Assisted by Federal Loan or Grant

Riverside Ont: D'Amore Construction (Windsor) Ltd, construction of sanitary trunk collector sewer including pump well, pump house & ancillary works. *High River Alta*: Poole Construction Co Ltd, laying of sanitary sewer gravity main, sanitary sewer force main & related appurtenances & construction of sewage lift station.

Department of Public Works

Portugal Cove Nfld: All Sales Equipment Contracting Ltd, breakwater repairs. *St John's Nfld*: All Sales Equipment Contracting Ltd, demolition of bldgs (Job Bros & Co Ltd) on Job's Cove. *Reserve Mines N S*: M R Chappell Ltd, construction of post office bldg. *Plaster Rock N B*: Clumac Construction Ltd, construction of RCMP detachment quarters. *Contrecoeur Que*: Welco Construction Inc, construction of retaining wall (project No 4). *Riviere du Loup Que*: D C L Construction Ltee, construction of RCMP detachment quarters. *St Henri de Mascouche Que*: Beauregard & Frere, construction of retaining wall. *Seven Islands Indian Agency Que*: F Vigneron Construction Generale Inc, construction of additional classrooms, bedrooms, etc, Seven Islands IRS. *Val d'Or Island Que*: Marautier Construction Inc, construction of protection works, Champlain. *Vercheres Que*: Calixte Pigeon & Leopold Pigeon, construction of retaining wall. *Arnprior Ont*: Stanley Sulpher Construction Co Ltd, alterations to hangar No 2, Civil Defence College. *Bolton Ont*: Wm Arch & Sons Building & Construction Ltd, construction of post office bldg. *Brampton Ont*: James Andrew Pace, alterations to federal bldg. *Fort Erie Ont*: Gorham Bros Construction Ltd, construction of post office bldg. *Hamilton Ont*: E Hatcher & Son, interior painting of National Revenue Bldg. *Newmarket Ont*: H B Forfar, alterations to UIC, VLA & caretaker's quarters on second floor, federal bldg. *North Bay Ont*: Sted Ltd, repairs to federal bldg. *Oshawa Ont*: Tripp Construction Ltd, dredging of diversion channel, Oshawa Creek. *Ottawa Ont*: Presley Painting & Decorating Co Ltd, interior painting of "B" Bldg, Cartier Square; Allied Building Services Ltd, cleaning interior, etc, Sir Charles Tupper Bldg, Confederation Heights; Quebec Window & Interior Cleaning Co Ltd, cleaning interior, etc, Veterans Affairs Bldg, Wellington St; Allied Building Services Ltd, interior cleaning, etc, Kent-Albert Bldg; Planned Renovators Ltd, interior redecoration & repairs, "A" Bldg, Cartier Square; Beaudoin Construction Ltd, alterations to steel partitions & related work, Trade & Commerce Bldg; Metropole Electric Inc, installation of emergency power for Centre Block, Parliament Bldgs. *Ottawa Ont & Hull Que*: Sanco Ltd, cleaning windows of federal bldgs & bldgs under lease. *Peterborough Ont*: Barway Marine, repairs to Mark St Wharf. *Port Arthur Ont*: Lakehead Track Installations Ltd, harbour improvements (Stage 7), rail tracks. *Scarboro Ont*: Excel Cleaning Services Ltd, cleaning interior of Postal Station "D". *Welland Ont*: Gerard Lamarre, installation of walk-in vault & alterations, federal bldg. *Wiarton Ont*: Percy Spears, alterations to interior & fittings, federal bldg. *Regina Sask*: Waterman-Waterbury Co Ltd, modifications to heating & ventilation systems, New Post Office. *Red Deer Alta*: Meeres & Hicks Electric Ltd, alterations to electrical system in federal bldg. *Clearwater B C*: Canwest Construction Co Ltd, construction of RCMP detachment quarters. *Fruitvale B C*: South-West Construction Co Ltd,

construction of post office bldg. *Glacier National Park B C*: Bedford Construction Co Ltd, construction of Tupper No 1 & Tupper No 2 snowsheds. *Kamloops B C*: Marpole Construction Co Ltd, construction of dormitory & cafeteria bldg. *Pacific Highway B C*: Commonwealth Construction Co Ltd, construction of bypass road & alterations to existing road & parking area. *Port Simpson B C*: Pacific Piledriving Co Ltd, float construction. *Rossland B C*: Fame Brick Construction Ltd, alterations to federal bldg. *Vancouver B C*: Allan & Viner Construction Ltd, installation of additional fire escape equipment in main bldg & gas fired heating units in garage bldg, RCAF Fairmont Barracks; Modern Building Cleaning Service of Canada Ltd, cleaning interior, etc, General Post Office Bldg; Modern Building Cleaning Service of Canada Ltd, cleaning interior, etc, New Customs Bldg; Two Vets Maintenance Service, caretaking services to interior & exterior of bldg & maintenance of grounds, Postal Depot "F", Commercial Drive & 6th Ave. *Whitehorse Y T*: Territorial Construction, alterations on first & second floors to accommodate various govt depts, federal bldg.

In addition, this Department awarded 49 contracts containing the General Fair Wages Clause.

The St. Lawrence Seaway Authority

St Catharines Ont: Moir Construction Co Ltd, construction of entrance wall fenders at Lock 8 & additional fenders at Locks 1, 2, 3 & Guard Gate, Welland Canal; Beamer Lathrop Ltd, supply, fabrication & erection of one mitre guide assembly, Welland Canal. *Thorold Ont*: Geo Boc Construction Co Ltd, excavation at Thorold Park to increase Lock 7 pondage, Welland Canal.

Department of Transport

Cape Dogs Que: Leopold Fortin, construction of single dwelling & demolition of old dwelling. *Cawee Island Que*: Fernand Belanger, construction of single dwelling & demolition of old dwelling. *Dorval Que*: Douglas Bremner Contractors & Builders Ltd, construction of AASR bldgs & related work, Montreal International Airport. *Prince Shoal Que*: Louis Donolo Inc, construction of steel crib for lighthouse. *Kingston (Odessa) Ont*: Leslie Stratford Cut Stone & Construction Co Ltd, construction of remote transmitter & receiver bldgs. *London Ont*: Tripod Construction Ltd, construction of AASR bldg. *Smith Falls Ont*: Canada Machinery Corporation Ltd, fabrication & erection of superstructure for swing bridge No 15, Rideau Canal; W D LaFlamme Ltd, construction of substructure for swing bridge No 15, Rideau Canal. *Toronto Ont*: J M Fuller Ltd, construction of ILS bldgs & related work. *Winnipeg Man*: Bird Construction Co Ltd, supply & installation of glide path bldgs, localizer bldg & related work, International Airport. *Saskatoon Sask*: Piggott Construction Ltd, supply & installation of glide path bldgs, localizer bldg & related work. *Edmonton Alta*: McRae & Associates Construction Ltd, construction of remote receiver bldg, remote transmitter bldg & related work. *Pitt Meadows B C*: Dawson, Wade & Co Ltd, development of airport. *Spring Island B C*: Leebilt Construction Co, supply & installation of furnaces, kitchen ranges & hot water tanks. *Vancouver B C*: Brockbank & Hemingway Ltd, construction of back-beam marker/non-directional beacon bldg & related work, Vancouver International Airport; Broadway Refrigeration & Air Conditioning Co Ltd, installation of air conditioning system, ATC equipment room & related work, Air Services Bldg; Cypress Construction Co Ltd, tacan addition to VOR bldg. *Victoria B C*: Murphy Excavating Co Ltd, replacement of water main & installation of meter chamber, International Airport. *Fort Simpson N W T*: Territorial Expeditors Ltd, clearing site for operations & receiver bldgs.

In addition, this Department awarded seven contracts containing the General Fair Wages Clause.

PRICES AND THE COST OF LIVING

Consumer Price Index, March 1962

The consumer price index (1949=100) declined 0.1 per cent between February and March 1962, moving from 129.8 to 129.7. For March 1961 the index was 129.1*.

Decreases in the food and transportation indexes effect increases in the clothing, and tobacco and alcohol indexes. The housing, health and personal care, and recreation and reading indexes were unchanged.

The food index declined 0.5 per cent from 125.0 to 124.4, largely as a result of price decreases for beef. Other price declines were generally limited to fats, turkey, bacon, and a few fruits and vegetables, particularly bananas and lettuce. Prices were higher for most fresh vegetables, some fruits, eggs and whole milk.

The housing index was unchanged at 134.0. The shelter component remained at its February level while a slight upward movement in the household operation component was not sufficient to move the index. In shelter, both rent and home-ownership were unchanged. In household operation, declines in fuel and lighting, and supplies and services, were outweighed by price increases for furniture, floor coverings, etc.

The clothing index rose 1.0 per cent from 111.8 to 112.9. Group indexes for men's, women's and children's wear were all higher, largely reflecting further upward movement from sales levels of previous months.

The transportation index declined 0.6 per cent from 140.7 to 139.9 as lower prices were reported for new passenger cars, tires, lubrication, muffler replacement and brake relining in the automobile operation component.

The health and personal care index remained unchanged from the February level of 157.2.

The recreation and reading index likewise remained unchanged from the February figure, at 146.7.

The tobacco and alcohol index rose 0.3 per cent from 117.2 to 117.5.

In March 1962 group indexes were: food 124.4, housing 134.0, clothing 112.9, transportation 139.9, health and personal care 157.2, recreation and reading 146.7, and tobacco and alcohol 117.5.

City Consumer Price Indexes, February 1962

Consumer price indexes (1949=100) increased in six of the ten regional cities between the beginning of January and February, and decreased in the other four.*

Increases were 0.1 per cent in Ottawa and Toronto and 0.2 per cent in the other four cities that had higher indexes. Decreases ranged from 0.1 per cent in Montreal to 0.5 per cent in Winnipeg and Edmonton-Calgary.

Food indexes were up in four cities, down in five, and unchanged in Toronto. Shelter indexes increased in three of the cities, decreased in two, and remained unchanged in the other five. Both clothing and household operation indexes rose in five cities, fell in three, and were unchanged in two. In the other commodities and services group there were higher indexes in five cities, lower indexes in two, and unchanged indexes in three.

Regional consumer price index point changes between January and February were as follows: Halifax +0.3 to 129.6; St. John's +0.2 to 116.6†; Saint John +0.2 to 130.7; Saskatoon-Regina +0.2 to 126.7; Ottawa +0.1 to 131.0; Toronto +0.1 to 131.7; Winnipeg -0.6 to 128.1; Edmonton-Calgary -0.6 to 125.1; Vancouver -0.5 to 129.6; Montreal -0.1 to 130.1.

Wholesale Price Index, February 1962

Canada's general wholesale price index (1935-39=100) stood at 237.2 in February, up 0.1 per cent from 237.0 in January and up 2.2 per cent from 232.1 in February last year.

Four of the eight major group indexes were higher and three were lower in February compared with the preceding month; the iron products group index was unchanged at 257.6.

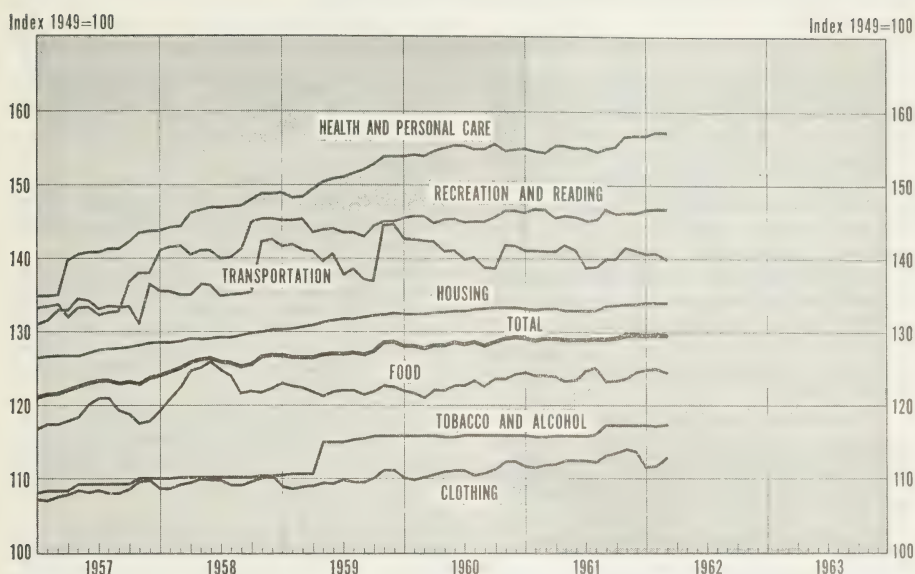
The textile products group index rose 0.4 per cent to 238.2 from 237.3, the non-metallic minerals group index also increased 0.4 per cent to 187.7 from 186.9, the vegetable products group index edged up 0.3 per cent to 210.2 from 209.6, the animal products group index rose slightly to 256.6 from 256.4.

* See Table F-2 at back of this issue.

† On base June 1951=100.

See Table F-1 at back of this issue.

CONSUMER PRICE INDEX



Small decreases of 0.2 per cent or less occurred in chemical products, to 189.9 from 190.3; wood products, to 309.8 from 310.2; and non-ferrous metal products, to 188.2 from 188.4.

The residential building material price index (1935-39=100) moved down 0.2 per cent between January and February to 292.8 from 293.5; this index on the base 1949=100 also declined 0.2 per cent to 128.4 from 128.7. The non-residential building material index (1949=100) was unchanged in the period at 131.5.

U.S. Consumer Price Index, February 1962

Another record was set in mid-February by the United States consumer price index (1957-59=100). Pushed up chiefly by higher food prices, it rose 0.3 per cent from 104.5 to 104.8; on the former 1947-49 base, from

128.2 to 128.6. In February 1961, on the old base, it stood at 127.4.

From September 1961, when on the new base it was 104.6, the index had remained virtually stable.

The 0.6-per-cent rise in food prices was contrary to what is normal at this time of year.

British Index of Retail Prices, January 1962

The British index of retail prices (Jan. 17, 1956=100) rose to a new record between mid-December and mid-January, climbing from 117.1 to 117.5. A rise of approximately 0.5 per cent in the food index, in the durable household goods index, and in the miscellaneous goods index accounted for the increase.

The services index was unchanged and the other six groups showed little change.

In January 1961 the index was 112.3.

National Employment Service

(Continued from page 484)

Some 2,800 of the February placements involved the movement of workers between local office areas.

Total registrations for employment received during February were 3.6 per cent greater than in February 1961. Male registrations increased by 4.2 per cent, and female registrations by 1.8 per cent.

The first two months of 1962 showed a continuation of the record for numbers of vacancies notified that was established about a year ago. Year-to-year increase will probably be smaller during the remainder of 1962, since comparisons will be made with a period of record volume in employment operations.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 162

Annual Reports

1. AUSTRALIA. COMMONWEALTH CONCILIATION AND ARBITRATION COMMISSION. *Fifth Annual Report for the Period, 14th August 1960 to 13th August 1961*. Canberra, 1961. Pp. 15.

2. CANADA. DEPARTMENT OF LABOUR. *Annual Report for the Fiscal Year ended March 31, 1961*. Ottawa, Queen's Printer, 1961. Pp. 99.

3. EUROPEAN ECONOMIC COMMUNITY. *Fourth General Report on the Activities of the Community, 16 May 1960-30 April 1961*. Brussels, 1961. Pp. 270.

4. GREAT BRITAIN. CHANCELLOR OF THE EXCHEQUER. *Economic Survey, 1961*. London, HMSO, 1961. Pp. 69.

Automation

5. CLAGUE, EWAN. *Social and Economic Aspects of Automation*. [Address] before the Joint Automatic Control Conference, University of Colorado, Boulder, Colo., June 28, 1961. [Washington? U.S. Bureau of Labor Statistics?] 1961. Pp. 22.

6. GOVERNOR'S CONFERENCE ON AUTOMATION, COOPERSTOWN, N.Y., 1960. *Governor's Conference on Automation*. [Albany? 1960?] Pp. 144.

More than 60 persons in business, labour, education and government attended this conference at the invitation of Governor Nelson A. Rockefeller. This book contains an address by Governor Rockefeller, four discussion papers presented by John T. Dunlop, John Diebold, Eli Ginzberg, and Solomon Barkin, and a summary of Conference discussions.

7. INTERNATIONAL LABOUR OFFICE. *Social Consequences of Changing Methods and Techniques in Railways and Road Transport*. Third item on the agenda. Geneva, 1961. Pp. 119. At head of title: Report 3. International Labour Organization. Inland Transport Committee. 7th session, Geneva, 1961.

Contents: Competition and Technological Change. Technological Change in Railways. Technological Change in Road Transport and

its Social Consequences. Some Problems of Technological Change in Railways. Social Measures.

Business

8. MILLER, ROBERT W. *Profitable Community Relations for Small Business*. Washington, GPO, 1961. Pp. 36.

Outlines some of the principles of community relations for small business, gives some example of both good and bad community relations in the small business field, and suggests where the small business owner might look to maintain good relation with his particular community.

9. U.S. SMALL BUSINESS ADMINISTRATION. *The First Two Years: Problems of Small Firm Growth and Survival*, by Kurt B. Mayer and Sidney Goldstein. Washington, GPO, 1961. Pp. 233.

The authors made a survey of 81 new small businesses in Rhode Island over a two-year period. By means of case studies they explain why some businesses failed while others succeeded.

10. U.S. SMALL BUSINESS ADMINISTRATION. *Small Marketers Aids; Annual No. 3*. Washington, 1961. Pp. 64.

A compilation of the pamphlets issued monthly as Small Marketers Aids. The topics discussed in this volume include "analysis of profits; stock management, timing, control, and methods of buying; partnership accounting; store layout; supplier relations and assistance; off-season sales promotion; and credit and collection control."

Canadian Conference on Education, 1962

The following five papers were prepared for the Second Canadian Conference on Education held in Montreal, March 1962.

11. BROWN, H. J. A. *The Citizen in Education*. [Written] in consultation with school trustees and other interested citizens throughout Canada. Ottawa, Canadian Conference on Education, 1961. Pp. 61.

Describes the areas where lay citizens can exert influence on educational systems, such as on School Boards, Library Boards, etc.

12. KIDD, JAMES ROBBINS. *Continuing Education*. Ottawa, Canadian Conference on Education, 1961. Pp. 104.

Describes the adult education movement in Canada.

13. KIDD, JOHN P., Ed. *New Developments in Society*. Edited by John P. Kidd and D. Carlton Williams. Ottawa, Canadian Conference on Education, 1961. Pp. 50.

Contents: The Changing World Community, by John A. Irving. Changing Values, by Brock Chisholm. Some Pitfalls of Bigness, by Oswald Hall. The Explosion of Knowledge, by Leon Lortie. Education and Communications, by

Alan Thomas. *The Canadian Family*, by Eric Smit. And What do we do about it? By John P. Kidd.

14. PATON, JAMES M. *The Professional Status of Teachers*. Ottawa, Canadian Conference on Education, 1961. Pp. 76.

Contents: The Problem in Perspective. The Preparation of the Teacher. Salaries and Salary Agreements. The Autonomy of the Teacher. What's to be done?

15. STEWART, FREEMAN KENNETH, Ed. *The Aims of Education*. Ottawa, Canadian Conference on Education, 1961. Pp. 59.

Contains a symposium on the aims of education; official statements of provinces and of provincial royal commissions; and the aims of education in France, Great Britain, Russia and the United States.

Civil Rights

16. JUSTICE (SOCIETY). *The Citizens and the Administration, the Redress of Grievances, a Report*. Director of research: Sir John Whyatt. London, Stevens, 1961. Pp. 104.

The British Section of the International Commission of Jurists (known as Justice) appointed a committee "to inquire into the adequacy of the existing means for investigating complaints against administrative acts or decisions of Government Departments and other public bodies, where there is no tribunal or other statutory procedure available for dealing with the complaints; and to consider possible improvements to such means, with particular reference to the Scandinavian institution known as the Ombudsman." The primary function of the Ombudsman "is to act as the agent of Parliament for the purpose of safeguarding citizens against abuse or misuse of administrative power by the Executive."

17. JENKS, CLARENCE WILFRED. *Human Rights and International Labour Standards*. Published under the auspices of the London Institute of World Affairs. London, Stevens; New York, Praeger, 1960. Pp. 159.

The author is Assistant Director-General of the International Labour Office. In this book he describes what has been done since World War II "to promote and protect human rights by the formulation and application of international labour standards."

Collective Bargaining

18. KUHN, JAMES WESLEY. *Bargaining in Grievance Settlement; the Power of Industrial Work Groups*. New York, Columbia University Press, 1961. Pp. 206.

Deals with the successes and failures of the grievance system and examines the various kinds of grievance settlement among different industries and the parties involved in the disputes.

19. U.S. BUREAU OF LABOR STATISTICS. *Subcontracting Clauses in Major Collective Bargaining Agreements*. Washington, GPO, 1961. Pp. 33.

An analysis of over 1,600 major collective bargaining agreements covering about 7½ million workers. Of the agreements studied, 378

had limitations on subcontracting. Selected clauses from collective agreements are reproduced in the appendixes.

Economic Policy

20. *Canadian Economic Policy* [by] T. N. Brewis [and others] With a statistical appendix by J. E. Gander. Toronto, Macmillan, 1961. Pp. 365.

"In this book an attempt is made to review comprehensively Canadian government economic policy as it has developed in recent years."

21. CONFERENCE ON ECONOMIC PROGRESS, WASHINGTON, D.C. *Jobs and Growth; an "American Economic Performance Budget" to gear Our Potentials to Our Needs*. Washington, 1961. Pp. 92.

A discussion of American economic policy.

Industry

22. LOUNSBURY, FREDERICK EVERETT. *Secondary Manufacturing in the Atlantic Provinces*. Halifax, Atlantic Provinces Economic Council, 1961. Pp. 148.

A history of secondary manufacturing in the Atlantic Provinces since Confederation with an examination of the problems involved, financing and Government policies of promotion, and the outlook of the future.

23. U.S. NATIONAL SCIENCE FOUNDATION. *Funds for Research and Development in Industry, 1958*. Washington, GPO, 1961. Pp. 119.

Industry—Location

The following six reports were issued in 1961 by the Industrial Development Branch of the Department of Industry and Development of Alberta in Edmonton.

- 24. *Village of Acme*. Pp. 9.
- 25. *City of Camrose*. Rev. ed. Pp. 21.
- 26. *Town of Fort Saskatchewan*. Rev. ed. Pp. 17.
- 27. *Town of Hardisty*. Rev. ed. Pp. 11.
- 28. *City of Lloydminster*. Rev. ed. Pp. 16.
- 29. *Town of Westlock*. Rev. ed. Pp. 13.

Labour Economics

30. PHELPS, ORME WHELOCK. *Introduction to Labor Economics*. 3d ed. New York, McGraw-Hill, 1961. Pp. 566.

Deals with the history, organization, methods, legal status, and objectives of labour unions; the general character of the labour force and the labour market; the question of wages; and, employment security.

31. TRIPP, LOUIS REED. *Labor Problems and Processes; a Survey*. New York, Harper, 1961. Pp. 510.

Discusses the American labour movement, the labour market, labour legislation, collective bargaining, wages, government labour policy, and international labour affairs.

Labour Laws and Legislation

32. U.S. BUREAU OF LABOR-MANAGEMENT REPORTS. *Legislative History of Title II [of the Labor-Management Reporting and Disclosure Act, 1959]: Reporting by Labor Organizations, Officers and Employees of Labor Organizations, and Employers*. Washington, 1961. 1 volume.

33. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS. *Handy Reference Guide to the Fair Labor Standards Act (Federal Wage-Hour law)*. Effective Sept. 3, 1961. Washington, GPO, 1961. Pp. 13.

34. U.S. WOMEN'S BUREAU. *State Minimum-Wage Law and Order Provisions affecting Working Conditions, July 1, 1942 to January 1, 1961*. Washington, GPO, 1961. Pp. 147.

Labour Organization

35. BLANE, DONALD J. *Swedish Trade Unions and the Social Democratic Party: the Formative Years*. Berkeley, University of California, Institute of Industrial Relations, 1961. Pp. [19]-44.

36. BRODY, DAVID. *Steelworkers in America; the Nonunion Era*. Cambridge, Mass., Harvard University Press, 1960. Pp. 303.

A history of labour conditions in the iron and steel industry from the 1890's to 1929.

37. INTERNATIONAL LABOUR OFFICE. *The Trade Union Situation in the United Kingdom; Report of a Mission from the International Labour Office*. Geneva, 1961. Pp. 123.

Report of a survey on freedom of association carried out in Great Britain during April and May 1960 by a Mission composed of members of the Freedom of Association Survey Division of the International Labour Office. The Mission considered the following questions, among others: "Whether the worker can really join the trade union of his choice, whether he is free to influence the policies and activities of his union; whether the attitude of the employers is consistent with a recognition of the principle of freedom of association, and whether freedom of association is restricted or not by government action."

38. PERLMAN, MARK. *The Machinists: a New Study in American Trade Unionism*. Cambridge, Harvard University Press, 1961. Pp. 333.

A study of the history, policies and internal government of the International Association of Machinists.

39. WALTON, RICHARD EUGENE. *The Impact of the Professional Engineering Union; a Study of Collective Bargaining among Engineers and Scientists and its Significance for Management*. Boston, Division of Research, Graduate School of Business Administration, Harvard University, 1961. Pp. 419.

The author examines the experience of eleven companies where professional engineers and scientists have organized certified collective bargaining units. The book discusses the impact of unionization on salary determination, layoff procedures, hiring, promotion, transfer, discipline and discharge, and on relations with management, etc.

Labour Supply

40. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Solving the Shortage of Specialized Personnel*. Washington, 1961. Pp. 13.

Describes the "various activities companies engage in to solve shortage of specialized personnel—that is, scientific, professional, and technical personnel."

41. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. STATISTICAL DIVISION. *Manpower Statistics, 1950-1960*. Paris, 1961. Pp. 89. Text in English and French.

Labouring Classes

42. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Shift Work and Shift Differentials in Canadian Manufacturing Industries; a Study of the Importance of Shift Work in Canadian Manufacturing Industries and the Extent and Nature of Shift Differential Payments*. Ottawa, Queen's Printer, 1961. Pp. 22.

Based on information obtained from 7,900 manufacturing firms who took part in the 1959 Survey of Working Conditions conducted by the Economics and Research Branch of the Canadian Department of Labour. These firms employed more than 819,000 non-office workers at the time of the survey.

43. FORM, WILLIAM HUMBERT. *Industry, Labor, and Community* [by] William H. Form [and] Delbert C. Miller. New York, Harper, 1960. Pp. 739.

"This book seeks to analyze the external relationships which are developing between business, labor, and other community agencies."

44. INTERNATIONAL LABOUR OFFICE. *Equality of Treatment of Nationals and Non-Nationals in Social Security*. Fifth item on the agenda. Geneva, 1961. Pp. 39.

At head of title: Report 5(1). International Labour Conference. 46th session, 1962.

Contains texts of a proposed Recommendation and Convention on which Member Governments will submit amendments and comments.

45. INTERNATIONAL LABOUR OFFICE. *Vocational Training*. Fourth item on the agenda. Geneva, 1961. Pp. 52.

At head of title: Report 4(1). International Labour Conference. 48th session, 1962.

Contains the text of a proposed Recommendation on which Member Governments can submit amendments and comments.

46. KERR, CLARK. *Industrialism and World Society*, by Clark Kerr [and others] Berkeley, University of California, Institute of Industrial Relations, 1961. Pp. 113-126.

Productivity

47. KENDRICK, JOHN W. *Productivity Trends in the United States*, by John W. Kendrick. Assisted by Maude R. Peach. A Study by the National Bureau of Economics Research, New York. Princeton, Princeton University Press, 1961. Pp. 630.

This book is based on a study of more than 30 major industries in the U.S. Partial Contents: The Concepts and Measurement of Output and Input. Productivity and Economic Growth. Productivity, Factor Prices, and Real Incomes. Patterns of Productivity Change by Industry Groupings. Relative Changes in Productivity, Prices, and Resource Allocation.

48. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Measuring Company Productivity; Handbook with Case Studies*, by John W. Kendrick and Daniel Creamer. New York, 1961. Pp. 110.

Contents: Uses, Concept and Meaning. Basic Measurement Problems. Output and Intermediate Input Estimating Problems. Labour and Capital Input Estimating Problems. Five Case Studies.

Unemployment

49. CLAGUE, EWAN. *A Profile of Unemployment in the 1960's*. [Address] before the 45th Economic Conference, National Industrial Conference Board, New York, New York, May 18, 1961. [Washington? U.S. Bureau of Labor Statistics? 1961] Pp. 14.

50. NATIONAL PLANNING ASSOCIATION. *The Rise of Chronic Unemployment; a Statement by NPA Board of Trustees and Standing Committees*. Washington, 1961. Pp. 44.

Chronic unemployment results from "inadequate growth, technological developments, changes in locational factors of production, changes in the international economic structure, and discrimination against age and racial groups practiced by some employers and in some cases by unions." The National Planning Association suggests nine government programs for dealing with chronic unemployment.

Wages and Hours

51. CANADA. DEPARTMENT OF LABOUR. ECONOMIC AND RESEARCH BRANCH. *Wage Rates, Salaries and Hours of Labour. Annual Report*. No. 43, October 1960. Ottawa, Queen's Printer, 1961. Pp. 400.

52. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Wages and Hours, Primary Textiles Industry, 1960*. Ottawa, Queen's Printer, 1961. Pp. 12.

53. EDITORIAL RESEARCH REPORTS. *Wage Policy in Recovery*, by Helen B. Shaffer. Washington, 1961. Pp. 441-458.

Contents: Brakes on Wage-Price Increases. Three Decades of Ascending Wages. Current Conflicts in Wage Policy.

54. REES, ALBERT. *Real Wages in Manufacturing, 1890-1914*, by Albert Rees, assisted by Donald P. Jacobs. Princeton, Princeton University Press, 1961. Pp. 163.

Examines previous conclusions reached by economists concerning real wages in the U.S. in the period, 1890-1914 and sets forth new estimates of real wages in this period based on more recent sources.

55. U.S. BUREAU OF LABOR STATISTICS. *National Survey of Professional, Administrative, Technical, and Clerical Pay, Winter 1960-61. Accountants and Auditors, Attorneys, Engineers and Scientists, Personnel Management, Clerical Supervisory, Draftsmen, Office Clerical*. Washington, GPO, 1961. Pp. 53.

Contains information on salaries, and job descriptions.

Miscellaneous

56. FOUNDATION FOR RESEARCH ON HUMAN BEHAVIOR. *Consumer Behavior in 1961, a Summary Report*. Editor: Sven Lundstedt. Ann Arbor, Mich., 1961. Pp. 38.

Discusses findings about consumer attitudes and inclinations to buy based on survey made in 1960.

57. LIPSET, SEYMOUR MARTIN. *Change and Controversy in Recent American Sociology*, by Seymour Martin Lipset and Neil Smelser. Berkeley, University of California, Institute of Industrial Relations, 1961. Pp. 41-51.

58. SALANT, WALTER S. *Import Liberalization and Employment; the Effects of Unilateral Reductions in United States Import Barriers*, by Walter S. Salant and Beatrice N. Vaccara. Washington, Brookings Institution, 1961. Pp. 388.

This study is intended to show "the effects on the level of employment in the United States that might be expected if the United States were to make a unilateral reduction in its tariff or other protective barriers against imports."

59. SHISKIN, JULIUS. *Signals of Recession and Recovery; an Experiment with Monthly Reporting*. New York, National Bureau of Economic Research, 1961. Pp. 191.

"This report provides a comprehensive body of current economic series, adjusted to bring out business cycle developments as clearly as possible, and summarized in measures which facilitate judgments on the over-all performance of the economy."

60. TORONTO. UNIVERSITY. COMMERCE CLUB. *The Commerce Journal*, 1961. Toronto, 1961. Pp. 128.

Partial Contents: Preservation of Pension Rights, by W. M. Anderson. Principles of Incentives, by Ralph Presgrave. Social and Economic Aspects of Health Insurance in Canada, by W. Douglas Bell.

61. UNITED NATIONS. *International Definition and Measurement of Levels of Living, and Interim Guide*. New York, 1961. Pp. 18.

This report examines components, indicators, and basic information for the measurement of levels of living.

62. U.S. BUREAU OF EMPLOYMENT SECURITY. *Test Development Guide*. Washington, GPO, 1961. 1 Volume.

"...Sets forth some basic practices and techniques used by the Bureau of Employment Security and State employment security agencies in their aptitude test development program."

63. U.S. BUREAU OF LABOR STANDARDS. *The Operation of Circular Saws, Band Saws, and Guillotine Shears*. Washington, GPO, 1961. Pp. 21.

64. U.S. PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY. *Government Contract Employment, Rules and Regulations...effective July 22, 1961*. Washington, GPO, 1961. Pp. 18.

The proposed regulations in this pamphlet relate to "the promotion and insurance of equal employment opportunity on public contracts for all qualified persons without regard to race, creed, color, or national origin."

65. WHITE HOUSE CONFERENCE ON AGING, WASHINGTON, D.C., 1961. *The Nation and its Older People; Report*. Washington, U.S. Dept. of Health, Education, and Welfare, Special Staff on Aging, 1961. Pp. 333.

The objectives of the White House Conference were "to define the circumstances, needs, and opportunities of America's older citizens", and to recommend actions by governmental and private groups to achieve these objectives. This report contains the findings of the Conference.

The lack of growth in the total membership of American trade unions during the past few years is borne out by the latest biennial survey of union membership, covering 1959 and 1960, carried out by the United States Bureau of Labor Statistics. The results of this survey are summarized in an article, "Membership of American Trade Unions, 1960," in the *Monthly Labor Review* of the U.S. Department of Labor for December.

The article gives the total membership of unions whose headquarters are in the United States as 18,117,000 in 1960. In 1959, it was 18,169,000, and in 1958 it was 18,081,000.

Of these totals, unions affiliated with the AFL-CIO accounted for 15,072,000 in 1960, compared with 15,124,400 in 1959 and 14,993,000 in 1958. Unions not affiliated with the AFL-CIO thus accounted for 3,045,000 in 1960, in 1959 for 3,044,351, and in 1958 for 3,088,000.

The article points out that the gain of about 80,000 members in unions affiliated with the AFL-CIO since 1959, as compared with a loss of 43,000 for the independent unions, "is attributable, in part, to the return of the International Longshoremen's Association's 50,000 members into the AFL-CIO."

Declines in membership during the 1951-60 period occurred in the railroad, textile, shoe, shipbuilding, and meat packing industries. Gains were experienced by unions in government service, and in the air transport and printing industries, and by those with jurisdiction over skilled trades and service occupations in a wide variety of industries.

The total membership in 1960 includes 1,112,000 members of international unions outside the United States. Of these, about 1,068,000, amounting to nearly 6 per cent of the total, were reported to be in Canada. United States unions in Canada have added 16,000 members since 1958, compared with a gain of 65,000 for the 1956-58 period. (An article on union membership in Canada in 1960 was published in the *LABOUR GAZETTE*, April 1961, p. 342. In the March issue (p. 292), 1961 membership figures were given.)

"Comparative stability in aggregate union membership in recent years tends to obscure significant shifts in particular unions. For example, while total membership during the past two years remained virtually unchanged, one third of the unions for which comparable data were available reported gains or losses of 10 per cent or more. Between 1951 and 1960, three out of four unions experienced similar fluctuations," the article says.

"The predominance of the blue-collar worker in American labour unions has remained unchanged, with white-collar workers again accounting for only 12 per cent of all members in national and international unions..."

"About two thirds of all white-collar members were found in non-manufacturing industries, the remainder being somewhat more heavily concentrated in government than in manufacturing industries," the report said.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED MARCH 24, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,454	576	1,819	2,355	1,121	583
Men.....	4,709	433	1,343	1,680	820	433
Women.....	1,745	143	476	675	301	150
14—19 years.....	569	61	193	174	104	37
20—24 years.....	806	79	268	259	136	64
25—44 years.....	2,951	243	833	1,109	495	271
45—64 years.....	1,919	171	481	732	343	192
65 years and over.....	209	22	44	81	43	19
Employed.....	5,894	479	1,622	2,206	1,050	537
Men.....	4,208	342	1,163	1,553	757	393
Women.....	1,686	137	459	653	293	144
Agricultural.....	577	45	122	127	259	24
Non-Agricultural.....	5,317	434	1,500	2,079	791	513
Paid Workers.....	4,808	384	1,353	1,899	714	458
Men.....	3,276	263	924	1,298	462	329
Women.....	1,532	121	429	601	252	129
Unemployed.....	560	97	197	149	71	46
Men.....	501	91	180	127	63	40
Women.....	59	*	17	22	*	*
Persons Not in the Labour Force.....	5,704	652	1,655	1,899	955	543
Men.....	1,338	179	371	418	233	137
Women.....	4,366	473	1,284	1,481	722	406

* Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED MARCH 24, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over ⁽¹⁾	12,158	1,795	3,563	947	3,630	913	1,310
Labour force.....	6,454	569	3,418	803	811	644	209
Employed.....	5,894	492	3,119	672	793	622	196
Unemployed.....	560	77	299	131	18	22	13
Not in labour force.....	5,704	1,226	145	144	2,819	269	1,101
Participation rate ⁽²⁾							
1962, March 24.....	53.1	31.7	95.9	84.8	22.3	70.5	16.0
February 17.....	52.9	31.5	95.8	85.5	21.9	70.4	16.2
Unemployment rate ⁽³⁾							
1962, March 24.....	8.7	13.5	8.7	16.3	2.2	3.4	6.2
February 17.....	9.1	15.4	8.7	17.0	3.0	3.5	8.0

(1) Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

(2) The labour force as a percentage of the population 14 years of age and over.

(3) The unemployed as a percentage of the labour force.

TABLE A-3—UNEMPLOYED, WEEK ENDED MARCH 24, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	March 1962	February 1962	March 1961
Total unemployed.....	560	583	705
On temporary layoff up to 30 days.....	32	44	41
Without work and seeking work.....	528	539	664
Seeking full-time work.....	508	514	628
Seeking part-time work.....	20	25	36
Seeking under 1 month.....	86	89	89
Seeking 1-3 months.....	200	260	270
Seeking 4-6 months.....	163	116	218
Seeking more than 6 months.....	79	74	87

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, REVISED

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Total			Quarterly Totals ⁽¹⁾						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ⁽²⁾	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	Totals (3)
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,653	746	17,463
1960—Total....	551	5,188	1,806	326	1,245	344	2,638	5,019	790	18,119
1961—Total....	545	5,348	1,862	285	1,225	356	2,737	5,475	827	18,884
1961—										
January.....	44.2	419.4	145.2	.....	.....	.....	.....	.....	.....	1,466.6
February.....	44.4	423.7	144.1	62.1	236.6	85.8	656.2	1,311.2	199.8	1,474.6
March.....	44.5	426.4	144.4	.....	.....	.....	.....	.....	.....	1,482.3
April.....	43.2	430.9	148.1	.....	.....	.....	.....	.....	.....	1,508.8
May.....	45.6	441.8	153.8	62.4	302.5	88.8	678.6	1,375.1	205.6	1,563.9
June.....	46.3	457.5	165.5	.....	.....	.....	.....	.....	.....	1,629.4
July.....	46.2	451.2	166.9	.....	.....	.....	.....	.....	.....	1,615.3
August.....	46.2	459.3	162.2	75.4	373.8	91.9	690.3	1,375.3	210.2	1,629.9
September....	46.3	464.6	162.0	.....	.....	.....	.....	.....	.....	1,657.7
October.....	46.3	463.0	159.0	.....	.....	.....	.....	.....	.....	1,644.9
November....	46.2	458.8	158.1	85.1	311.5	89.9	712.2	1,413.5	211.9	1,625.1
December....	45.5	451.3	152.0	.....	.....	.....	.....	.....	.....	1,585.8
1962—										
January†.....	45.7	452.2	151.0	.....	.....	.....	.....	.....	.....	1,566.3

⁽¹⁾ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

⁽²⁾ Includes post office wages and salaries.

⁽³⁾ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at January 1962 employers in the principal non-agricultural industries reported a total employment of 2,744,431. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite			Manufacturing		
	Index Numbers (1949-100) ⁽¹⁾		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
			\$			\$
Averages						
1955.....	112.9	142.1	61.05	109.8	144.4	63.48
1956.....	120.7	150.0	64.44	115.8	151.7	66.71
1957.....	122.6	158.1	67.93	115.8	159.1	69.94
1958.....	117.9	163.9	70.43	109.8	165.3	72.67
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1961						
January.....	111.6	179.2	77.00	104.3	181.1	79.65
February.....	111.0	181.1	77.80	104.6	182.5	80.24
March.....	111.1	180.7	77.64	104.9	182.8	80.36
April.....	112.6	181.8	78.12	105.4	184.1	80.95
May.....	117.2	181.6	78.00	108.4	183.6	80.72
June.....	121.3	182.8	78.55	111.2	184.6	81.17
July.....	122.5	182.1	78.24	110.9	182.7	80.34
August.....	123.9	182.2	78.27	113.1	182.9	80.42
September.....	123.3	183.3	78.75	112.8	184.6	81.15
October.....	122.9	183.9	79.02	112.1	186.0	81.79
November.....	121.6	183.5	78.82	110.9	186.2	81.87
December*.....	117.8	179.4	77.08	107.9	182.3	80.16
1962						
January†.....	115.2	184.5	79.25	108.4	187.1	82.27

⁽¹⁾Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES, JANUARY, 1962

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Jan. 1962	Dec. 1961	Jan. 1961	Jan. 1962	Dec. 1961	Jan. 1961
				\$	\$	\$
Provinces						
Newfoundland.....	123.1	127.5	117.9	72.80	71.39	71.08
Prince Edward Island.....	109.4	123.2	105.4	53.82	57.25	57.94
Nova Scotia.....	89.1	93.4	87.6	65.15	61.87	63.62
New Brunswick.....	101.9	107.6	99.4	65.22	64.35	63.49
Quebec.....	115.6	118.5	111.0	76.81	74.40	74.27
Ontario.....	117.7	119.7	113.8	82.16	79.98	79.96
Manitoba.....	105.1	108.2	104.7	73.79	72.64	72.24
Saskatchewan.....	112.2	117.7	111.5	75.12	74.16	72.52
Alberta (including Northwest Territories).....	148.8	150.9	143.7	80.70	79.30	78.67
British Columbia (including Yukon).....	107.0	108.7	105.2	86.30	84.02	83.83
Canada.....	115.2	117.8	111.6	79.25	77.08	76.99
Urban Areas						
St. John's.....	124.6	132.0	119.5	58.73	56.67	56.75
Sydney.....	66.4	77.9	68.9	75.89	71.32	75.82
Halifax.....	126.7	128.3	121.9	67.12	64.12	64.25
Moncton.....	103.1	108.0	96.7	60.79	59.12	60.26
Saint John.....	112.1	113.3	108.8	63.68	63.07	63.08
Chicoutimi—Jonquiere.....	100.4	102.8	101.0	97.40	98.36	94.17
Quebec.....	110.9	114.6	101.6	67.58	64.65	64.41
Sherbrooke.....	105.1	106.8	97.0	66.34	62.63	63.45
Shawinigan.....	98.8	99.6	101.1	87.50	85.53	85.39
Three Rivers.....	106.8	108.6	100.9	73.32	70.98	71.40
Drummondville.....	80.5	80.7	73.1	63.78	61.79	63.70
Montreal.....	122.6	124.1	117.7	78.54	75.76	75.91
Ottawa—Hull.....	127.9	130.4	118.1	73.94	72.10	71.68
Kingston.....	110.8	113.4	114.2	77.58	75.56	75.38
Peterborough.....	90.9	91.9	88.3	88.44	86.90	84.53
Oshawa.....	178.0	180.3	171.3	92.58	96.20	89.33
Toronto.....	132.1	134.4	126.8	82.54	79.96	80.46
Hamilton.....	107.9	109.2	103.3	88.60	84.74	85.03
St. Catharines.....	107.2	108.0	103.9	90.78	87.98	88.41
Niagara Falls.....	91.2	91.3	88.4	84.61	83.07	83.07
Brantford.....	81.3	82.5	78.2	73.62	70.32	73.73
Guelph.....	117.8	119.5	114.9	74.06	69.84	71.10
Galt.....	107.6	106.8	107.7	71.95	68.89	69.95
Kitchener.....	123.2	125.8	115.5	74.56	71.15	72.53
Sudbury.....	143.3	146.9	146.5	91.88	96.99	91.88
Timmins.....	87.4	89.1	90.9	73.99	71.34	70.01
London.....	131.2	132.8	121.4	75.11	72.35	72.24
Sarnia.....	123.0	124.5	119.1	103.86	100.37	99.95
Windsor.....	71.0	72.9	71.6	88.97	87.29	83.87
Sault Ste. Marie.....	133.7	137.3	128.0	99.18	98.31	98.34
Ft. William—Pt. Arthur.....	96.1	102.7	99.2	79.84	77.00	78.66
Winnipeg.....	105.7	109.0	106.8	70.92	69.27	69.12
Regina.....	129.1	135.6	122.8	75.00	74.12	71.64
Saskatoon.....	128.2	132.6	128.4	70.69	70.05	68.63
Edmonton.....	187.4	191.4	173.2	75.41	72.33	73.01
Calgary.....	168.1	170.5	166.4	77.74	76.71	74.60
Vancouver.....	107.0	109.0	107.2	84.81	83.12	82.25
Victoria.....	108.6	111.3	104.0	78.63	78.20	75.60

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES, JANUARY, 1962

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls"

Industry	Employment			Average Weekly Wages and Salaries, in Dollars		
	Jan. 1962	Dec. 1961	Jan. 1961	Jan. 1962	Dec. 1961	Jan. 1961
Mining	114.0	115.1	113.3	\$ 9.12	\$ 9.15	\$ 9.27
Metal mining	129.7	128.5	130.1	99.79	97.27	97.73
Gold	68.4	68.3	70.9	82.34	78.99	78.54
Other metal	186.6	184.5	185.3	105.73	103.55	104.58
Fuels	85.7	89.8	84.5	102.71	95.71	97.87
Coal	36.3	43.2	36.2	76.46	66.96	71.50
Oil and natural gas	297.6	289.7	292.7	116.43	114.09	111.91
Non-metal	125.7	128.4	121.5	88.76	84.28	85.99
Manufacturing	108.4	107.9	104.3	82.37	80.16	79.65
Durable goods	111.3	110.9	105.9	88.44	86.57	85.44
Non-durable goods	106.0	105.5	103.1	76.84	74.52	74.66
Food and beverages	150.0	105.8	102.4	73.08	72.09	71.25
Meat products	128.8	129.9	128.0	81.59	80.37	78.29
Canned and preserved fruits and vegetables	80.7	77.6	72.4	67.27	61.03	68.10
Grain mill products	98.8	99.1	97.8	78.62	77.45	76.34
Bread and other bakery products	108.4	110.8	106.2	67.76	69.01	66.49
Distilled and malt liquors	91.8	94.9	94.4	99.46	99.81	96.42
Tobacco and tobacco products	116.2	107.5	117.2	71.65	69.41	68.18
Rubber products	101.1	100.7	95.2	85.32	81.27	80.89
Leather products	89.8	88.2	85.8	57.00	50.52	55.00
Boots and shoes (except rubber)	97.3	95.9	94.5	54.75	47.91	52.24
Textile products (except clothing)	80.5	80.3	75.4	66.13	62.34	63.84
Cotton yarn and broad woven goods	74.9	75.2	69.1	63.48	58.13	59.89
Woolen goods	61.0	61.1	58.6	62.81	58.18	60.38
Synthetic textiles and silk	87.0	86.7	81.8	71.93	70.57	70.39
Clothing (textile and fur)	91.1	87.7	89.4	51.65	45.96	50.38
Men's clothing	94.3	90.5	89.0	50.68	45.07	49.27
Women's clothing	101.0	93.5	99.4	53.51	45.28	52.50
Knit goods	72.5	72.3	72.5	51.92	46.22	49.72
Wood products	100.0	99.4	94.0	70.29	67.70	68.05
Saw and planing mills	100.8	100.1	93.8	72.26	70.29	70.25
Furniture	110.4	109.7	105.5	68.18	64.89	65.48
Other wood products	75.6	75.6	72.3	63.24	58.68	61.48
Paper products	120.2	122.5	119.1	96.48	95.21	94.40
Pulp and paper mills	120.0	123.0	120.4	104.86	104.75	102.38
Other paper products	120.7	121.4	115.9	76.86	72.79	74.92
Printing, publishing and allied industries	124.4	124.3	122.9	88.77	86.31	85.65
Iron and steel products	102.4	102.0	98.9	93.22	89.77	89.93
Agricultural implements	62.6	59.6	66.6	96.29	94.34	92.74
Fabricated and structural steel	144.8	146.7	149.3	93.61	90.42	90.18
Hardware and tools	102.9	103.0	96.0	82.26	78.78	79.44
Heating and cooking appliances	97.4	94.0	87.3	79.00	77.39	77.04
Iron castings	90.1	89.3	85.7	89.64	84.94	84.47
Machinery, industrial	117.9	116.8	109.6	89.57	86.89	87.28
Primary iron and steel	114.5	115.8	107.8	107.66	105.39	104.78
Sheet metal products	102.6	101.8	98.7	90.61	84.52	88.53
Wire and wire products	109.4	109.9	107.4	93.06	87.46	89.69
Transportation equipment	109.7	108.7	104.4	93.33	94.69	99.38
Aircraft and parts	265.9	266.4	259.3	96.87	94.11	95.95
Motor vehicles	109.8	110.9	105.4	103.65	112.09	96.97
Motor vehicles parts and accessories	105.7	105.4	100.1	92.92	91.14	89.09
Railroad and rolling stock equipment	55.5	55.7	54.4	83.08	84.63	80.32
Shipbuilding and repairing	130.8	123.8	116.4	84.84	83.83	77.99
Non-ferrous metal products	122.4	123.0	123.9	93.66	94.92	91.41
Aluminum products	130.1	133.4	137.0	91.52	86.57	88.27
Brass and copper products	102.3	103.0	100.7	88.89	83.77	84.95
Smelting and refining	137.9	138.7	142.8	102.34	108.77	99.97
Electrical apparatus and supplies	140.4	139.1	125.8	89.77	85.69	87.07
Heavy electrical machinery	102.0	102.1	95.8	95.96	94.09	93.84
Telecommunication equipment	254.2	248.5	211.3	88.17	83.64	87.90
Non-metallic mineral products	133.9	136.0	124.8	86.15	82.54	82.15
Clay products	79.6	82.6	76.5	78.39	76.83	76.13
Glass and glass products	158.7	161.8	143.9	84.33	83.08	80.60
Products of petroleum and coal	137.6	138.3	136.0	120.36	122.42	116.10
Petroleum refining and products	141.0	141.6	139.3	120.89	123.07	116.74
Chemical products	131.2	130.5	129.0	97.40	96.71	93.36
Medicinal and pharmaceutical preparations	122.5	121.4	116.0	84.89	83.65	82.23
Acids, alkalis and salts	154.2	153.7	152.2	109.44	111.17	105.16
Other chemical products	128.3	127.6	127.0	97.10	95.89	92.72
Miscellaneous manufacturing industries	139.4	137.6	128.8	73.07	69.97	72.10
Construction	102.6	109.5	98.1	84.22	74.75	81.96
Building and general engineering	102.5	105.9	97.2	90.72	78.66	88.70
Highways, bridges and streets	102.7	115.6	99.6	73.31	68.74	71.14
Electric and motor transportation	135.3	135.9	129.8	83.58	82.28	81.87
Service	147.1	148.1	137.2	56.75	56.11	54.84
Hotels and restaurants	125.3	127.3	120.7	43.01	42.83	42.20
Laundries and dry cleaning plants	123.9	125.3	111.8	48.96	47.52	46.67
Industrial composite	115.2	117.8	111.6	79.25	77.08	76.99

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES, JANUARY 1962

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	January 1962	December 1961	January 1961	January 1962	December 1961	January 1961
Newfoundland.....	39.7	38.6	38.8	1.74	1.98	1.78
Nova Scotia.....	40.5	37.8	39.7	1.62	1.65	1.62
New Brunswick.....	40.5	39.2	41.0	1.66	1.71	1.60
Quebec.....	41.8	39.1	41.2	1.67	1.69	1.62
Ontario.....	40.5	39.0	39.9	1.95	1.96	1.91
Manitoba.....	39.3	37.9	39.4	1.74	1.77	1.68
Saskatchewan.....	38.4	38.8	38.1	2.01	2.03	1.95
Alberta ⁽¹⁾	39.4	38.5	39.5	1.98	2.04	1.93
British Columbia ⁽²⁾	37.5	36.8	37.3	2.27	2.28	2.23

⁽¹⁾ Includes Northwest Territories.

⁽²⁾ Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
	No.	\$	\$	No.	
Monthly Average 1955.....	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956.....	41.0	1.52	62.40	149.5	126.3
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Last Pay Period in:					
1961 January.....	40.1	1.81	72.76	174.3	135.2
February.....	40.4	1.82	72.40	175.9	136.2
March.....	40.3	1.83	73.64	176.4	136.7
April.....	40.6	1.84	74.56	178.6	138.5
May.....	40.5	1.84	74.44	178.3	138.3
June.....	41.0	1.83	75.02	179.7	139.3
July.....	40.6	1.82	73.95	177.2	137.3
August.....	40.9	1.82	74.26	177.9	137.8
September.....	41.3	1.81	75.00	179.7	139.1
October.....	41.2	1.84	75.69	181.3	139.8
November.....	46.2	1.84	75.64	181.2	139.6
December*.....	38.8	1.88	72.85	174.5	134.6
1962 January†.....	40.6	1.86	75.47	180.8	139.3

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

* Revised.

† Latest figures subject to revision.

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY, JANUARY 1962

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1962	Dec. 1961	Jan. 1961	Jan. 1962	Dec. 1961	Jan. 1961	Jan. 1962	Dec. 1961	Jan. 1961
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	42.8	39.9	42.1	2.15	2.19	2.12	92.21	87.32	88.97
Metal mining.....	43.0	40.7	42.5	2.20	2.25	2.17	94.55	91.58	92.33
Gold.....	43.8	41.1	43.3	1.75	1.77	1.69	76.57	72.95	73.04
Other metal.....	42.7	40.5	42.2	2.37	2.43	2.37	101.13	98.42	99.90
Fuels.....	42.7	37.7	40.9	2.10	2.11	2.01	89.78	79.71	82.43
Coal.....	41.7	35.2	39.3	1.81	1.82	1.75	75.34	64.00	68.91
Oil and natural gas.....	43.9	41.1	42.6	2.40	2.46	2.26	105.48	100.97	96.58
Non-metal.....	42.1	39.8	41.4	2.00	1.98	1.97	84.20	78.74	81.68
Manufacturing	40.6	38.8	40.1	1.86	1.88	1.81	75.47	72.85	72.76
Durable goods.....	40.8	39.6	40.2	2.02	2.02	1.97	82.46	80.21	79.20
Non-durable goods.....	40.4	38.0	40.1	1.71	1.74	1.67	69.02	66.04	66.98
Food and beverages.....	39.8	38.4	39.5	1.66	1.67	1.63	66.14	64.30	64.52
Meat products.....	39.6	39.0	38.8	1.92	1.92	1.85	75.99	74.91	72.01
Canned and preserved fruits and vegetables.....	39.2	33.7	38.8	1.43	1.39	1.48	56.11	46.90	57.56
Grain mill products.....	41.3	40.5	41.0	1.79	1.78	1.73	73.84	72.13	70.33
Bread and other bakery products.....	40.8	41.9	41.4	1.51	1.51	1.46	61.40	63.02	60.66
Distilled liquors.....	40.0	38.4	39.6	2.14	2.09	2.09	85.46	80.38	82.52
Malt liquors.....	38.5	39.5	38.4	2.35	2.35	2.32	90.49	92.88	89.06
Tobacco and tobacco products.....	40.7	36.6	40.6	1.62	1.73	1.56	66.10	63.31	63.15
Rubber products.....	41.7	39.5	40.8	1.91	1.88	1.83	79.78	74.11	74.48
Leather products.....	41.8	36.3	41.3	1.26	1.26	1.22	52.68	45.64	50.61
Boots and shoes (except rubber).....	41.7	35.7	41.2	1.21	1.20	1.17	50.51	42.86	48.23
Other leather products.....	42.1	37.8	41.6	1.37	1.38	1.36	57.83	52.29	56.37
Textile products (except clothing).....	42.8	39.5	41.9	1.40	1.40	1.36	60.04	55.21	57.08
Cotton yarn and broad woven goods.....	41.8	37.9	40.3	1.43	1.41	1.38	59.60	53.49	55.53
Woolen goods.....	43.8	40.2	43.1	1.32	1.30	1.28	57.62	52.44	55.12
Synthetic textiles and silk.....	44.3	41.6	43.1	1.46	1.48	1.45	64.78	61.72	62.59
Clothing (textile and fur).....	38.7	33.8	38.5	1.20	1.19	1.18	46.47	40.14	45.25
Men's clothing.....	38.6	33.9	38.0	1.20	1.18	1.18	46.37	40.06	44.90
Women's clothing.....	37.0	30.8	37.5	1.29	1.25	1.26	47.84	38.61	47.15
Knit goods.....	41.3	36.8	40.9	1.14	1.11	1.09	47.07	40.87	44.47
Wood products.....	40.7	38.9	40.3	1.62	1.63	1.59	66.16	63.45	63.95
Saw and planing mills.....	39.8	38.4	39.5	1.74	1.75	1.69	69.22	67.30	67.01
Furniture.....	42.1	39.5	41.4	1.48	1.48	1.46	62.48	58.83	60.24
Other wood products.....	42.4	39.1	41.9	1.36	1.34	1.33	57.60	52.55	55.88
Paper products.....	40.9	39.7	41.0	2.21	2.25	2.15	90.36	89.29	88.13
Pulp and paper mills.....	41.1	40.4	41.2	2.40	2.44	2.32	98.36	98.62	95.68
Other paper products.....	40.3	37.8	40.3	1.72	1.70	1.67	69.30	64.23	67.41
Printing, publishing and allied industries.....	38.6	36.7	38.4	2.27	2.23	2.19	87.57	84.01	84.01
*Iron and steel products.....	40.8	39.2	40.1	2.16	2.14	2.11	88.10	83.86	84.62
Agricultural implements.....	39.7	39.3	39.8	2.22	2.17	2.15	88.22	85.40	85.85
Fabricated and structural steel.....	40.5	38.6	39.8	2.11	2.10	2.09	85.38	81.10	82.96
Hardware and tools.....	42.0	40.2	40.9	1.80	1.77	1.77	75.67	71.39	72.64
Heating and cooking appliances.....	39.4	39.2	39.1	1.82	1.81	1.79	71.75	71.03	70.14
Iron castings.....	41.8	39.4	40.2	2.05	2.03	1.98	85.72	80.11	79.43
Machinery, industrial.....	41.5	40.1	40.9	2.01	1.98	1.97	83.39	79.45	80.46
Primary iron and steel.....	40.0	39.5	39.7	2.57	2.54	2.52	103.08	100.63	100.00
Sheet metal products.....	40.9	38.0	40.4	2.09	2.04	2.06	85.45	77.38	83.02
Wire and wire products.....	41.3	38.6	40.9	2.11	2.09	2.04	87.12	80.49	83.54
*Transportation equipment.....	40.5	41.2	39.7	2.17	2.17	2.09	87.73	89.29	83.01
Aircraft and parts.....	41.9	40.7	42.3	2.14	2.11	2.09	89.56	85.75	88.67
Motor vehicles.....	40.7	45.1	38.6	2.36	2.37	2.29	96.10	107.18	88.38
Motor vehicles parts and accessories.....	40.9	40.1	39.8	2.14	2.12	2.09	87.58	85.14	83.13
Railroad and rolling stock equipment.....	39.0	39.5	39.8	2.08	2.08	1.96	81.00	82.39	77.87
Shipbuilding and repairing.....	39.7	39.2	37.6	2.10	2.08	2.01	83.15	81.45	75.50
*Non-ferrous metal products.....	40.6	39.7	40.5	2.15	2.24	2.11	87.13	89.10	85.37
Aluminum products.....	41.3	38.4	41.6	1.91	1.89	1.87	78.96	72.43	77.81
Brass and copper products.....	41.3	39.3	39.5	2.02	1.96	1.99	83.34	77.08	78.54
Smelting and refining.....	40.2	40.4	40.5	2.39	2.56	2.33	96.01	103.52	94.31
*Electrical apparatus and supplies.....	41.3	38.7	40.4	1.91	1.89	1.87	79.01	73.09	75.45
Heavy electrical machinery and equipment.....	40.9	39.6	40.6	2.12	2.10	2.05	86.71	83.19	83.35
Telecommunication equipment.....	41.3	38.3	40.4	1.77	1.75	1.76	73.16	67.08	70.91
Refrigerators, vacuum cleaners and appliances.....	40.3	37.0	39.3	1.95	1.91	1.94	78.79	70.66	76.14
Wire and cable.....	41.8	38.4	41.1	2.11	2.09	2.02	88.17	80.32	83.24
Miscellaneous electrical products.....	41.7	38.9	40.3	1.82	1.78	1.75	76.06	69.38	70.69
*Non-metallic mineral products.....	41.6	39.6	40.7	1.92	1.90	1.86	79.73	75.05	75.81
Clay products.....	41.7	40.5	40.4	1.71	1.73	1.68	71.55	70.22	67.85
Glass and glass products.....	41.1	40.4	40.9	1.91	1.88	1.86	78.56	75.98	76.10
Products of petroleum and coal.....	40.7	42.3	40.9	2.67	2.68	2.53	108.59	113.45	103.59
Chemical products.....	40.8	40.2	40.5	2.07	2.10	2.02	84.56	81.24	81.69
Medicinal and pharmaceutical preparations.....	39.9	39.4	39.8	1.61	1.59	1.55	64.16	62.60	61.84
Acids, alkalis and salts.....	41.4	41.0	40.7	2.37	2.48	2.32	98.20	101.40	94.34
Miscellaneous manufacturing industries.....	41.5	39.3	41.4	1.53	1.53	1.51	63.31	59.96	62.64
Construction	39.3	34.5	39.2	2.06	1.99	2.01	80.84	68.63	78.94
Building and general engineering.....	39.1	32.9	38.8	2.23	2.19	2.19	87.31	71.89	84.93
Highways, bridges and streets.....	39.6	37.6	39.8	1.72	1.67	1.70	68.10	62.63	67.86
Electric and motor transportation.....	42.8	42.4	42.7	1.94	1.94	1.88	83.14	82.50	80.39
Service	38.1	37.5	38.6	1.09	1.09	1.07	41.46	40.96	41.05
Hotels and restaurants.....	38.3	37.9	38.7	1.05	1.06	1.04	40.33	40.22	40.32
Laundries and dry cleaning plants.....	39.1	37.6	38.9	1.04	1.05	1.02	40.68	39.34	39.59

* Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S. See also Technical Note, page 385, March issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
April 1, 1957.....	19,523	14,760	34,283	479,539	111,129	590,668
April 1, 1958.....	9,730	10,892	20,622	681,991	171,048	853,039
April 1, 1959.....	11,740	13,399	25,139	611,941	169,625	781,566
April 1, 1960.....	10,402	11,830	22,232	652,107	182,883	834,990
April 1, 1961.....	9,927	11,387	21,314	683,034	180,982	864,016
May 1, 1961.....	14,098	13,802	27,900	594,904	172,884	767,788
June 1, 1961.....	17,078	17,208	34,286	418,218	151,611	569,829
July 1, 1961.....	15,103	16,445	31,548	268,284	125,447	393,731
August 1, 1961.....	15,880	14,732	30,612	246,016	117,993	364,009
September 1, 1961.....	14,963	17,850	32,813	216,245	104,695	320,940
October 1, 1961.....	14,645	17,066	31,711	216,358	101,260	317,618
November 1, 1961.....	12,936	14,979	27,915	249,228	107,697	356,925
December 1, 1961.....	17,462	15,940	33,402	329,306	124,966	454,272
January 1, 1962.....	11,402	10,866	22,268	478,470	136,566	615,036
February 1, 1962.....	11,428	12,069	23,497	570,061	161,094	731,155
March 1, 1962 ⁽¹⁾	R 12,308	R 13,073	R 25,381	585,555	161,992	747,547
April 1, 1962 ⁽¹⁾	15,184	15,359	30,543	579,641	158,342	737,983

⁽¹⁾ Latest figures subject to revision.

* Current Vacancies only. Deferred vacancies are excluded.

R-Revised.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1958-1961 AND DURING MONTH FEBRUARY 1961-FEBRUARY 1962.

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effectuated	
	Male	Female	Male	Female	Male	Female
1958.....	2,790,412	1,012,974	620,394	374,245	548,663	291,466
1959.....	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
February 1961.....	234,354	73,854	40,440	25,796	34,961	18,763
March.....	238,863	77,357	49,241	31,280	41,589	22,285
April.....	215,093	77,950	58,172	32,159	49,354	23,000
May.....	229,959	88,523	89,371	41,316	81,694	30,861
June.....	230,718	100,318	81,236	47,267	73,620	37,793
July.....	231,069	98,915	74,950	44,374	66,017	37,286
August.....	232,512	100,946	86,849	57,620	76,895	45,527
September.....	234,100	92,605	84,048	46,469	80,430	38,934
October.....	262,415	94,783	78,281	39,501	70,797	31,679
November.....	328,443	108,175	83,750	38,498	70,353	28,162
December.....	361,979	91,992	62,933	36,436	61,219	35,284
January 1962.....	363,460	109,466	57,373	35,946	49,668	26,878
February.....	244,177	75,220	56,595	30,459	48,546	22,688

**TABLE D-3—PLACEMENTS EFFECTED BY INDUSTRY AND BY SEX DURING
FEBRUARY 1962**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from February 28, 1961
Agriculture, Fishing, Trapping	647	117	764	— 12
Forestry	1,351	13	1,364	+ 374
Mining, Quarrying and Oil Wells	733	65	798	+ 197
Metal Mining.....	418	3	421	+ 169
Fuels.....	153	21	174	+ 33
Non-Metal Mining.....	70	1	71	+ 3
Quarrying, Clay and Sand Pits.....	22	2	24	— 53
Prospecting.....	70	38	108	+ 45
Manufacturing	11,487	7,074	18,561	+ 4,735
Foods and Beverages.....	876	952	1,828	+ 138
Tobacco and Tobacco Products.....	16	19	35	— 176
Rubber Products.....	98	71	169	+ 46
Leather Products.....	193	348	441	— 21
Textile Products (except clothing).....	367	376	743	+ 170
Clothing (textile and fur).....	507	2,463	2,970	+ 535
Wood Products.....	1,809	213	2,022	+ 509
Paper Products.....	770	191	961	+ 159
Printing, Publishing and Allied Industries.....	436	342	778	+ 182
Iron and Steel Products.....	2,338	278	2,616	+ 968
Transportation Equipment.....	2,175	295	2,470	+ 1,020
Non-Ferrous Metal Products.....	339	208	547	+ 167
Electrical Apparatus and Supplies.....	506	518	1,024	+ 511
Non-Metallic Mineral Products.....	308	132	440	+ 13
Products of Petroleum and Coal.....	42	12	54	+ 18
Chemical Products.....	350	268	618	+ 165
Miscellaneous Manufacturing Industries.....	357	488	845	+ 331
Construction	6,673	132	6,805	+ 436
General Contractors.....	4,590	65	4,655	+ 341
Special Trade Contractors.....	2,083	67	2,150	+ 95
Transportation, Storage and Communication	4,365	288	4,653	+ 1,593
Transportation.....	3,910	121	4,031	+ 1,271
Storage.....	355	39	394	+ 272
Communication.....	100	128	228	+ 50
Public Utility Operation	214	39	253	+ 64
Trade	6,113	3,214	9,327	+ 2,320
Wholesale.....	2,592	987	3,579	+ 957
Retail.....	3,521	2,227	5,748	+ 1,363
Finance, Insurance and Real Estate	551	866	1,417	+ 450
Service	16,382	10,850	27,262	+ 7,353
Community or Public Service.....	856	1,101	1,957	+ 442
Government Service.....	5,994	705	6,699	— 891
Recreation Service.....	311	128	439	+ 137
Business Service.....	984	717	1,701	+ 449
Personal Service.....	8,237	8,229	16,466	+ 7,216
GRAND TOTAL	48,546	22,688	71,234	+17,510

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX
AS AT FEBRUARY 28, 1962⁽¹⁾**

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers.....	9,283	2,094	11,377
Clerical Workers.....	21,052	50,371	71,423
Sales Workers.....	10,033	22,357	32,390
Personal and Domestic Service Workers.....	46,002	33,907	79,909
Seamen.....	5,534	117	5,651
Agriculture, Fishing, Forestry (Ex. log.).....	8,317	1,014	9,331
Skilled and Semi-Skilled Workers.....	279,334	20,389	299,723
Food and kindred products (incl. tobacco).....	2,516	767	3,283
Textiles, clothing, etc.....	2,815	11,844	14,659
Lumber and lumber products.....	38,860	146	39,006
Pulp, paper (incl. printing).....	1,521	592	2,113
Leather and leather products.....	1,309	950	2,259
Stone, clay and glass products.....	1,122	39	1,161
Metalworking.....	20,149	957	21,106
Electrical.....	4,054	967	5,021
Transportation equipment.....	655	51	706
Mining.....	2,989	.....	2,989
Construction.....	89,716	12	89,728
Transportation (except seamen).....	53,493	143	53,636
Communications and public utility.....	1,580	3	1,583
Trade and service.....	7,683	2,418	10,101
Other skilled and semi-skilled.....	34,344	1,146	35,490
Foremen.....	6,648	339	6,987
Apprentices.....	9,880	15	9,895
Unskilled Workers.....	206,000	31,743	237,743
Food and tobacco.....	9,150	11,551	20,701
Lumber and lumber products.....	23,628	440	24,068
Metalworking.....	8,083	622	8,705
Construction.....	111,812	.....	111,812
Other unskilled workers.....	53,327	19,130	72,457
GRAND TOTAL.....	585,555	161,992	747,547

⁽¹⁾ Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS AT FEBRUARY 28, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	(1) Feb. 28, 1962	Previous Year March 2, 1961	Office	(1) Feb. 28, 1962	Previous Year March 2, 1961
Newfoundland	29,050	31,607	Quebec—Concluded		
Corner Brook.....	6,247	6,388	Sherbrooke.....	6,134	7,441
Grand Falls.....	3,211	3,413	Sorel.....	2,684	3,162
St. John's.....	19,592	21,806	Thetford Mines.....	2,158	2,804
Prince Edward Island	6,187	6,131	Trois-Rivières.....	6,619	7,685
Charlottetown.....	3,073	3,853	Val d'Or.....	2,128	2,688
Summerside.....	2,214	2,278	Valleyfield.....	2,959	3,574
Nova Scotia	36,292	41,290	Victoriaville.....	2,681	3,264
Amherst.....	1,213	1,469	Ville St. Georges.....	4,388	4,988
Bridgewater.....	2,030	2,799	Ontario	227,093	272,086
Halifax.....	6,598	6,862	Arnprior.....	536	583
Inverness.....	1,392	1,424	Barrie.....	1,883	2,011
Kentville.....	3,618	4,613	Belleville.....	2,590	2,967
Liverpool.....	767	1,054	Bracebridge.....	1,832	2,161
New Glasgow.....	4,728	5,527	Brampton.....	1,699	2,145
Springhill.....	954	1,307	Brantford.....	3,757	4,089
Sydney.....	7,555	9,979	Brockville.....	942	1,121
Sydney Mines ⁽²⁾	1,929	.....	Carleton Place.....	445	502
Truro.....	2,067	2,517	Chatham.....	2,859	3,396
Yarmouth.....	3,441	3,739	Cobourg.....	1,187	1,430
New Brunswick	35,326	41,484	Collingwood.....	1,194	1,291
Bathurst.....	6,539	7,340	Cornwall.....	4,196	4,672
Cauppeltton.....	3,114	3,826	Elliot Lake.....	742	543
Edmundston.....	2,764	3,639	Fort Erie.....	991	1,126
Fredericton.....	2,330	3,087	Fort Frances.....	921	959
Minto.....	552	704	Fort William.....	3,660	4,157
Moncton.....	9,472	10,470	Galt.....	1,383	2,555
Newcastle.....	3,272	3,801	Gananoque.....	562	574
Saint John.....	3,439	3,562	Goderich.....	965	951
St. Stephen.....	1,651	1,578	Guelph.....	2,235	2,949
Sussex.....	1,651	836	Hamilton.....	15,652	21,067
Woodstock.....	1,942	2,631	Hawkesbury.....	1,298	1,469
Quebec	234,970	231,795	Kapuskasing.....	762	1,247
Alma.....	3,401	3,385	Kenora.....	1,168	1,392
Asbestos.....	987	1,137	Kingston.....	2,956	2,949
Baie Comeau.....	1,481	1,221	Kirkland Lake.....	1,807	2,024
Beauharnois.....	1,557	1,984	Kitchener.....	3,687	4,609
Buckingham.....	1,550	1,920	Leamington.....	1,218	1,713
Causapscal.....	3,409	3,818	Lindsay.....	924	1,082
Chandler.....	2,761	2,755	Listowel.....	644	747
Chicoutimi.....	3,503	3,528	London.....	6,082	7,593
Cowansville.....	627	753	Long Branch.....	4,408	5,527
Dolbeau.....	2,017	2,568	Midland.....	1,732	1,769
Drummondville.....	2,726	3,175	Napanee.....	1,008	1,046
Farnham.....	779	1,110	Newmarket.....	1,922	2,257
Forestville.....	1,831	1,878	Niagara Falls.....	3,357	4,091
Gaspé.....	2,636	2,596	North Bay.....	2,396	3,342
Granby.....	2,726	3,226	Oakville.....	1,043	1,451
Hull.....	5,374	6,151	Orillia.....	1,445	1,828
Joliette.....	5,538	6,263	Oshawa.....	4,760	5,836
Jonquière.....	3,716	3,723	Ottawa.....	8,617	10,108
Lachute.....	1,137	1,304	Owen Sound.....	2,324	3,031
La Malbaie.....	3,293	3,384	Parry Sound.....	887	854
La Tuque.....	1,226	1,437	Pembroke.....	2,600	2,730
Lévis.....	5,086	6,631	Perth.....	785	813
Louisville.....	1,703	1,902	Peterborough.....	4,054	5,358
Magog.....	847	940	Pictou.....	656	745
Maniwaki.....	1,353	1,899	Port Arthur.....	5,428	6,146
Matane.....	4,444	4,962	Port Colborne.....	1,264	1,274
Mégantic.....	1,837	2,004	Prescott.....	1,130	1,309
Mont-Laurier.....	1,647	2,082	Renfrew.....	785	822
Montmagny.....	2,606	2,966	St. Catharines.....	5,353	6,312
Montréal.....	70,878	93,105	St. Thomas.....	1,464	1,605
New Richmond.....	2,934	3,001	Sarnia.....	3,414	4,020
Port Alfred.....	1,846	1,942	Sault Ste. Marie.....	3,162	4,832
Québec.....	16,410	19,469	Simcoe.....	1,883	2,236
Rimouski.....	6,395	6,609	Sioux Lookout.....	313	345
Rivière du Loup.....	7,736	8,501	Smiths Falls.....	722	765
Roberval.....	2,238	2,141	Stratford.....	1,248	1,402
Rouyn.....	2,965	4,285	Sturgeon Falls.....	1,235	1,321
Ste. Agathe des Monts.....	1,615	2,042	Sudbury.....	5,129	6,208
Ste. Anne de Bellevue.....	1,497	1,804	Tillsonburg.....	606	791
Ste. Thérèse.....	2,870	3,468	Timmins.....	2,718	3,164
St. Hyacinthe.....	2,431	3,397	Toronto.....	55,549	66,351
St. Jean.....	2,624	3,045	Trenton.....	922	1,208
St. Jérôme.....	2,295	2,879	Walkerton.....	1,083	1,523
Sept-Îles.....	2,867	3,305	Wallaceburg.....	888	1,295
Shawinigan.....	5,820	6,384	Welland.....	2,789	2,899
			Weston.....	4,802	5,463
			Windsor.....	11,178	11,930
			Woodstock.....	1,238	2,004

TABLE D-5—REGISTRATIONS AT FEBRUARY 28, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	(1) Feb. 28, 1962	Previous Year March 2, 1961	Office	(1) Feb. 28, 1962	Previous Year March 2, 1961
Manitoba	35,350	37,353	British Columbia	75,049	91,344
Brandon.....	3,217	3,374	Chilliwack.....	2,301	2,540
Dauphin.....	2,333	2,514	Courtenay.....	1,039	1,814
Flin Flon.....	282	283	Cranbrook.....	1,443	1,667
Portage la Prairie.....	1,705	1,802	Dawson Creek.....	1,211	1,389
The Pas.....	490	520	Duncan.....	781	1,206
Winnipeg.....	27,323	28,860	Kamloops.....	1,896	1,823
Saskatchewan	28,078	29,493	Kelowna.....	2,030	2,146
Estevan.....	674	790	Kitimat.....	225	281
Lloydminster.....	688	803	Mission City.....	1,324	1,787
Moose Jaw.....	2,268	2,332	Nanaimo.....	1,144	1,974
North Battleford.....	1,776	1,915	Nelson.....	1,413	1,629
Prince Albert.....	3,425	3,288	New Westminster.....	11,317	12,782
Regina.....	7,020	7,197	Penticton.....	2,142	2,310
Saskatoon.....	6,220	6,717	Port Alberni.....	790	1,110
Swift Current.....	1,488	1,562	Prince George.....	1,654	2,360
Weyburn.....	775	865	Prince Rupert.....	1,768	2,135
Yorkton.....	3,744	4,024	Princeton.....	701	682
Alberta	40,152	45,759	Quesnel.....	1,043	1,256
Blairmore.....	643	773	Trail.....	1,533	1,554
Calgary.....	12,372	13,454	Vancouver.....	31,762	39,312
Drumheller.....	783	876	Vernon.....	2,696	3,059
Edmonton.....	17,151	20,902	Victoria.....	4,846	5,756
Edson.....	685	710	Whitehorse.....	665	772
Grande Prairie.....	987	1,356	CANADA	747,547	878,342
Lethbridge.....	3,815	3,660	Males	585,555	691,351
Medicine Hat.....	1,874	1,938	Females	161,992	186,991
Red Deer.....	1,842	2,090			

(1) Preliminary subject to revision.

(2) Prior to March 1961, the office at Sydney Mines, N.S. operated as a branch of the Sydney N.S. local office.

(3) Includes 1,416 registrations reported by the Magdalen Islands local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 270, February issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1961—December.....	4,258,000	3,656,800	601,200*
November.....	4,081,000	3,695,000	386,000*
October.....	3,991,000	3,722,300	268,700
September.....	3,966,000	3,736,800	229,200
August.....	3,987,000	3,757,700	229,300
July.....	3,971,000	3,715,700	255,300
June.....	3,943,000	3,676,100	266,900
May.....	3,891,000	3,550,000	341,000
April.....	4,126,000	3,412,900	713,100
March.....	4,210,000	3,372,000	838,000
February.....	4,247,000	3,374,200	872,800
January.....	4,240,000	3,393,100	846,900
1960—December.....	4,251,000	3,496,900	754,100

* By virtue of seasonal benefit class B, the claimant count during the seasonal benefit period may include a number of persons who were not represented in the insured population within the last six months. This explains, in part, unequal variations in the month-to-month movement of the employed and claimants.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, JANUARY, 1962

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	11,125	9,419	1,706	15,429	12,450	2,979	2,724
Prince Edward Island.....	2,363	2,045	318	3,006	2,611	395	372
Nova Scotia.....	21,604	13,721	7,883	23,801	21,127	2,674	3,454
New Brunswick.....	14,799	12,277	2,522	16,387	13,545	2,842	3,064
Quebec.....	91,724	69,088	22,636	108,780	91,785	16,995	21,977
Ontario.....	104,698	75,300	29,398	116,122	100,000	16,122	21,703
Manitoba.....	14,042	10,931	3,111	15,839	13,497	2,342	2,072
Saskatchewan.....	9,960	8,074	1,886	11,779	9,943	1,836	1,950
Alberta.....	16,768	12,368	4,400	18,008	15,077	2,931	3,970
British Columbia.....	33,133	24,073	9,060	37,317	31,312	6,005	6,710
Total, Canada, January 1962.....	320,216	237,296	82,920	366,468	311,347	55,121	67,996
Total, Canada, December 1961.....	357,873	265,868	92,005	331,514	278,999	52,515	114,248
Total, Canada, January 1961.....	344,237	254,949	89,288	388,252	338,681	49,571	78,412

* In addition, revised claims received numbered 66,623.

† In addition, 64,667 revised claims were disposed of. Of these, 8,056 were special requests not granted and 1,920 were appeals by claimants. There were 17,369 revised claims pending at the end of the month.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, JANUARY 31, 1962

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Number of weeks on claim							Percentage Postal	January 31, 1961 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	698,538	167,126	98,876	214,634	100,673	40,122	23,151	53,956	39.5	846,940
Male.....	553,422	133,492	81,069	181,846	80,959	28,795	14,827	32,434	42.8	673,931
Female.....	145,116	33,634	17,807	32,788	19,714	11,327	8,324	21,522	26.7	173,009
Newfoundland.....	36,264	7,213	7,090	15,520	3,553	1,115	463	1,310	83.0	38,091
Male.....	34,377	6,802	6,873	15,026	3,333	966	354	1,023	84.5	35,950
Female.....	1,887	411	217	494	220	149	109	287	56.1	2,141
Prince Edward Island....	7,431	1,053	1,183	3,693	1,026	187	81	208	78.9	7,723
Male.....	6,219	906	1,023	3,167	821	134	50	118	81.3	6,520
Female.....	1,212	147	160	526	205	53	31	90	66.8	1,203
Nova Scotia.....	41,071	10,674	6,722	12,314	5,025	1,804	1,249	3,283	54.2	47,348
Male.....	35,908	9,535	6,033	11,212	4,360	1,392	925	2,451	56.2	41,688
Female.....	5,163	1,139	689	1,102	665	412	324	832	40.3	5,660
New Brunswick.....	36,401	7,654	5,236	13,607	5,281	1,725	960	1,938	71.9	42,317
Male.....	30,287	6,663	4,560	11,829	4,286	1,239	549	1,161	74.2	35,921
Female.....	6,114	991	676	1,778	995	486	411	777	60.4	6,396
Quebec.....	200,876	49,024	27,540	62,992	27,262	10,776	6,341	16,941	39.9	261,849
Male.....	161,092	40,400	22,968	53,950	21,799	7,838	4,166	9,791	42.9	210,266
Female.....	39,784	8,624	4,572	9,042	5,463	2,938	2,175	6,970	27.6	51,583
Ontario.....	202,609	51,716	28,423	56,021	28,937	12,242	7,313	17,957	24.4	253,747
Male.....	150,297	38,477	21,772	44,681	22,107	8,302	4,455	10,503	25.8	188,848
Female.....	52,312	13,239	6,651	11,340	6,830	3,940	2,858	7,454	20.5	64,899
Manitoba.....	35,322	7,586	4,567	11,376	6,055	2,288	1,149	2,301	33.9	36,519
Male.....	28,138	5,800	3,653	9,527	4,997	1,754	829	1,578	38.1	29,150
Female.....	7,184	1,786	914	1,849	1,058	534	320	723	17.3	7,369
Saskatchewan.....	25,952	4,937	3,412	8,433	5,152	1,812	809	1,397	51.7	27,286
Male.....	20,798	3,804	2,622	7,221	4,446	1,392	515	798	56.4	22,377
Female.....	5,154	1,133	790	1,212	706	420	294	599	32.8	4,909
Alberta.....	37,393	9,370	5,010	10,178	6,451	2,736	1,370	2,278	32.9	42,305
Male.....	29,728	7,511	3,996	8,767	5,491	1,974	759	1,236	34.9	34,127
Female.....	7,665	1,859	1,020	1,411	960	762	611	1,042	24.9	8,178
British Columbia.....	75,219	17,899	9,693	20,500	11,931	5,437	3,416	6,343	32.0	89,755
Male.....	56,578	13,594	7,575	16,466	9,319	3,804	2,225	3,595	34.5	69,084
Female.....	18,641	4,305	2,118	4,034	2,612	1,633	1,191	2,748	24.2	20,671

TABLE E-4—BENEFIT PAYMENTS BY PROVINCE, JANUARY, 1962

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	109,216	2,587,038
Prince Edward Island.....	26,250	567,999
Nova Scotia.....	128,590	2,924,795
New Brunswick.....	119,159	2,620,779
Quebec.....	670,509	16,456,559
Ontario.....	690,559	16,994,426
Manitoba.....	117,262	2,973,175
Saskatchewan.....	93,997	2,355,521
Alberta.....	125,060	3,180,879
British Columbia.....	271,946	7,138,137
Total, Canada, January 1962.....	2,352,548	57,799,308
Total, Canada, December 1961.....	1,216,603	29,447,393
Total, Canada, January 1961.....	2,824,373	67,660,186

* "Weeks paid" represent the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year.....	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year.....	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—March.....	129.1	124.0	133.2	111.8	141.0	154.4	146.6	115.7
April.....	129.1	123.9	133.2	111.9	141.0	155.3	145.5	115.8
May.....	129.0	123.2	132.9	112.4	141.8	155.3	146.0	115.8
June.....	129.0	123.5	132.9	112.5	141.2	155.0	145.8	115.8
July.....	129.0	124.9	132.9	112.2	138.7	155.1	145.0	115.8
August.....	129.1	125.3	132.9	112.1	139.0	154.6	145.4	116.1
September.....	129.1	123.2	133.5	113.1	140.0	155.0	146.7	117.3
October.....	129.2	123.3	133.6	113.6	140.0	155.3	146.2	117.3
November.....	129.7	123.6	133.7	114.0	141.5	156.7	146.3	117.3
December.....	129.8	124.5	133.8	113.7	141.1	156.8	146.3	117.3
1962—January.....	129.7	124.8	134.0	111.6	140.6	156.8	146.6	117.3
February.....	129.8	125.0	134.0	111.8	140.7	157.2	146.7	117.2
March.....	129.7	124.4	134.0	112.9	139.9	157.2	146.7	117.5

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF FEBRUARY 1962

(1949=100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	February 1961	January 1962	February 1962					
(a) St. John's, Nfld.....	116.2	116.4	116.6	110.6	115.3	110.3	112.2	132.8
Halifax.....	128.0	129.3	129.6	121.4	137.6	121.9	131.2	140.7
Saint John.....	129.8	130.5	130.7	124.1	142.0	121.0	124.8	144.5
Montreal.....	129.4	130.2	130.1	130.2	146.8	104.6	120.2	140.7
Ottawa.....	129.4	130.9	131.0	124.0	149.8	115.8	123.4	142.8
Toronto.....	131.0	131.6	131.7	123.5	152.1	116.0	125.6	141.1
Winnipeg.....	126.9	128.7 ⁽¹⁾	128.1	125.1	137.0	116.7	120.3	138.3
Saskatoon-Regina.....	124.5	126.5	126.7	122.0	124.3	125.3	128.6	132.8
Edmonton-Calgary.....	124.7	125.7	125.1	118.7	125.5	119.5	128.1	134.2
Vancouver.....	129.9	130.1	129.6	124.1	136.8	115.2	135.4	137.1

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 114, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1957-1962

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
1959.....	203	218	100,127	2,286,900	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
1961: February.....	10	20	1,590	19,630	0.02
March.....	20	31	4,328	40,440	0.04
April.....	20	32	6,437	67,880	0.07
May.....	35	50	12,182	106,320	0.10
June.....	22	39	12,404	127,790	0.12
July.....	28	41	8,806	94,680	0.09
August.....	32	47	8,347	64,660	0.06
September.....	32	53	10,647	105,080	0.10
October.....	30	56	40,400	416,660	0.38
November.....	24	49	11,059	122,100	0.11
December.....	13	40	22,000	140,890	0.13
*1962: January.....	20	40	9,174	85,420	0.08
February.....	15	44	10,855	72,070	0.07

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, FEBRUARY 1962, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	2	620	10,020
Mines.....	21	8,774	44,790
Manufacturing.....	10	551	2,670
Construction.....	3	148	1,590
Transpn. & utilities.....	5	300	3,790
Trade.....	3	462	9,210
Service.....	3	462	9,210
Public administration.....	3	462	9,210
All industries.....	44	10,855	72,070

TABLE G-3—STRIKES AND LOCKOUTS, FEBRUARY 1962, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	2	199	1,050
Prince Edward Island.....	1	25	90
Nova Scotia.....	1	25	90
New Brunswick.....	4	1,126	15,280
Quebec.....	27	8,953	48,950
Ontario.....	1	110	1,320
Manitoba.....	2	226	1,140
Saskatchewan.....	7	216	4,240
Alberta.....	7	216	4,240
British Columbia.....	7	216	4,240
Federal.....	7	216	4,240
All jurisdictions.....	44	10,855	72,070

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
FEBRUARY 1962**

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			February	Accumulated		
MINES <i>Metal</i> Opemiska Copper Mines, Chapais, Que.	Mining Employees' Federation (CNTU)	450 (112)	9,000	41,400	Oct. 20	Job classification, sickness and accident insurance, seniority, union security~
<i>Non-Metal</i> Newfoundland Fluorspar, St. Lawrence, Nfld.	St. Lawrence Workers' Protective Union (Ind.)	170 (15)	1,020	1,450	Jan. 29 Feb. 9	Objection to shift boss~ Return of workers pending arbitration board hearings.
MANUFACTURING <i>Rubber</i> General Tire and Rubber, Welland, Ont.	Rubber Workers Loc. 455 (AFL-CIO/CLC)	100	150	150	Feb. 1 Feb. 2	Suspension of worker for failure to carry out work assignment~Return of workers pending grievance procedure.
Goodyear Tire and Rubber, New Toronto, Ont.	Rubber Workers Loc. 232 (AFL-CIO/CLC)	200	200	200	Feb. 28	Piece work procedures~
<i>Textiles</i> Brinton-Peterboro Carpet, Peterborough, Ont.	Textile Workers' Union Loc. 822 (AFL-CIO/CLC)	175	260	260	Feb. 27 Feb. 28	Wages~Return of workers pending further negotiations.
<i>Clothing</i> Taran Furs, Montreal, Que.	Butcher Workmen Loc. 400 (AFL-CIO/CLC)	145	1,310	2,730	Jan. 9 Feb. 14	Wages~\$5. to \$8. a wk. increase.
Morwill Clothing, Joliette, Que.	Unorganized	161	160	160	Feb. 12 Feb. 13	Wages~Return of workers.
<i>Furniture and Fixtures</i> Canadian Office and School Furniture, Preston, Ont.	Carpenters Loc. 3189 (AFL-CIO/CLC)	109	2,130	14,500	Sep. 8	Union security~
<i>Primary Metals</i> R. D. Werner Co., Oshawa, Ont.	Steelworkers Loc. 2784 (AFL-CIO/CLC)	179	2,060	7,790	Dec. 15 Feb. 16	Wages, pension plan~4¢ an hr. retroactive to June 1, 1961; a further 5¢ an hr. eff. June 1, 1962; 6¢ an hr. to pension plan.
<i>Metal Fabricating</i> Dominion Steel & Coal, Etobicoke, Ont.	Steelworkers Loc. 5629 (AFL-CIO/CLC)	296	300	300	Feb. 19 Feb. 19	Seniority in lay-offs, interpretation of hours of work clause in agreement~Settlement terms not reported.
<i>Machinery</i> Massey-Ferguson, Brantford, Toronto and Woodstock, Ont.	Auto Workers Locs. 439, 458, 636 (AFL-CIO/CLC)	3,384	3,380	3,380	Feb. 2 Feb. 5	Wages, pension, SUB plan~ Day workers and skilled trades received 6¢ an hr. increase retroactive to Dec. 15, 1961, plus 6¢ an hr. eff. Dec. 1962 and Dec. 1963: improved pension benefits and SUB.
<i>Transportation Equipment</i> Chrysler Corporation, Windsor, Ont.	Auto Workers Loc. 444 (AFL-CIO/CLC)	3,000	21,000	21,000	Feb. 19	Wages, fringe benefits~
<i>Miscellaneous Manufacturing</i> Reliable Fur Dressers & Dyers, Shiner Fur Dyeing, Toronto, Ont.	Butcher Workmen Loc. 85 (AFL-CIO/CLC)	200	2,600	5,800	Jan. 10 Feb. 20	Wages, fringe benefits in national agreement~43¢ over a 3-yr. national agreement for hourly paid workers plus 11% for piece workers; \$25. retroactive pay, improved fringe benefits.
Fur Trade Ass'n of Canada (Quebec), Montreal, Que.	Butcher Workmen Loc. 54 (AFL-CIO/CLC)	370	4,810	10,730	Jan. 10 Feb. 20	Wages, fringe benefits, in national agreement~43¢ over a 3-yr. national agreement for hourly paid workers plus 11% for piece workers; \$25. retroactive pay, improved fringe benefits.

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
FEBRUARY 1962**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues ~ Result
			Feb- ruary	Accu- mulated	Termi- nation Date	
Cohn & Son, Trans Canada Fur Dressers & Dyers, Winnipeg, Man.	Butcher Workmen Loc. 175F (AFL-CIO/CLC)	110	1,320	3,080	Jan. 10 Feb. 19	Wages, fringe benefits in national agreement~43¢ over 3-yr. national agreement for hourly paid workers plus 11% for piece workers; \$25. retroactive pay, improved fringe benefits.
CONSTRUCTION Ontario lathing contractors, Toronto, Ont.	Lathers Loc. 97 (AFL-CIO/CLC)	100	600	6,600	Nov. 7 Feb. 9	Wages~Wage increase 20¢ an hr. a further 15¢ May 1, 1962, 10¢ Mar. 1, 1963, 5¢ June 1, 1963, 10¢ Nov. 1, 1963.
Brown & Root, Windfall, Alta.	Plumbers Loc. 488 (AFL-CIO/CLC)	170	1,110	3,750	Jan. 10 Feb. 9	Wages~10¢ an hr. immedi- ately, a further 10¢ an hr. increase Oct. 1, 1962.
TRANSPN. & UTILITIES <i>Power, Gas and Water</i> Public Utilities Commission, Scarborough, Ont.	I.B.E.W. Loc. 636 (AFL-CIO/CLC)	100 (82)	1,150	1,150	Feb. 2 Feb. 17	Wages~6¢ an hr. increase retroactive to Apr. 1, 1961, a further 3¢ an hr. when contract ratified.
TRADE Drug Trading, Toronto, Ont.	Mine Workers Dist. 50 (Ind.)	201	1,810	1,810	Feb. 14 Feb. 27	Wages, closed shop~Return of workers.
SERVICE INDUSTRIES <i>Personal Services</i> Royal York Hotel, Toronto, Ont.	Hotel Employees Loc. 299 (AFL-CIO/CLC)	445	8,900	166,370	Apr. 24	Wages~

Figures in parentheses indicate the number of workers indirectly affected.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA DURING THE FOURTH QUARTER OF 1961 BY GROUPS OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking against or stepping on objects.....													
Struck by:													
(a) Tools, machinery, cranes, etc.....		2			1	3		1	1				8
(b) Moving vehicles.....				1	1	7	1	3	1				9
(c) Other objects.....	1	16		6	3	3	2	2	2		5		47
Caught in, on or between machinery, vehicles, etc.....	7	4		3	3	9		8	1		1		36
Collisions, derailments, wrecks, etc.....	5	4	1	4	4	10		10	2		6		46
Falls and slips:													
(a) On same level.....											2		45
(b) To different levels.....	3	1	4	3	8	14	1	8	2				13
Conflagrations, temperature extremes and explosions.....					4	2		2	1				
Inhalation, absorptions, asphyxiation and industrial diseases.....				3	3	1		2			1		10
Electric current.....						1	4	1					6
Over-exertion.....				2	2	2		2	2		2		12
Miscellaneous accidents.....					1			2			2		3
Total, fourth quarter 1961.....	18	27	5	22	35	51	9	37	12		19		235
Total, fourth quarter 1960.....	10	27	5	45	43	50	7	23	12	1	25		248

TABLE H-2—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FOURTH QUARTER OF 1961

Industries	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....			1			12	2	1		2		18
Logging.....				1	1	9	1		1	14		27
Fishing and Trapping.....										5		5
Mining and Quarrying.....			3		2	6	1		4	6		22
Manufacturing.....			2	1	5	11	1		4	10		35
Construction.....	3		2	1	8	15	1	5	11	5		51
Public Utilities.....					1	2	1	1	1	3		9
Transportation, Storage and Communications.....	1		4	1	2	11	3	4	4	7		37
Trade.....						6			5	1		12
Finance.....												
Service.....					2	9	2	1	1	4		19
Unclassified.....												
Total.....	4		12	4	21	81	12	13	31	57		235*

* Of this total 198 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 47 were obtained from other non-official sources.



CANADA

THE ABOUT AZETTE



Conciliation Board Reports in Shipping Disputes (p. 534, 535)

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1962

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(Continued on page three of cover)

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National Advisory Council on Rehabilitation Is Appointed

A 25-member National Advisory Council on the Rehabilitation of Disabled Persons was appointed last month. The Council will advise the Minister of Labour on any matter he may refer to it that concerns the development of vocational rehabilitation services, or on any other subject affecting the rehabilitation of disabled persons that the Council sees fit to consider.

Provincial governments, voluntary agencies, the medical profession, the universities, organized employers, organized workers and federal government departments are represented on the Council. Members are appointed for a three-year term.

Brig. James L. Melville, retired chairman of the Canadian Pension Commission, is Chairman of the new Council. Other members are:

Representing the Provinces: Duncan W. Rogers, Deputy Minister of Public Welfare, Alberta; Dr. G. R. F. Elliot, Assistant Provincial Health Officer, Department of Health Services and Hospital Insurance, British Columbia; K. C. Mackenzie, Deputy Minister of Public Welfare, Manitoba; G. W. Crandlemire, Director and Co-ordinator of Rehabilitation, Department of Health, New Brunswick; Dr. T. A. Knowling, Assistant Deputy Minister of Health, Newfoundland; H. S. Farquhar, Director of Old Age Assistance, Department of Public Welfare, Nova Scotia; James S. Band, Deputy Minister of Public Welfare, Ontario; Brig. W. W. Reid, Deputy Minister of Welfare and Labour, Prince Edward Island; Gustave Poisson, Associate Deputy Minister, Department of Youth, Quebec; and R. Talbo, Director of Welfare, Department of Social Welfare and Rehabilitation, Saskatchewan.

Representing Voluntary Agencies: Lt.-Col. E. A. Baker, Managing Director, The Canadian National Institute for the Blind; and R. E. G. Davis, Executive Director, The Canadian Welfare Council.

Representing the Medical Profession: Dr. E. W. Lidington, Canadian Medical Association; and Dr. Gustave Gingras, Executive Director, Rehabilitation Institute of Montreal.

Representing Universities: Dr. Brock Fahrni, Director, School of Rehabilitation Medicine, University of British Columbia; and Rev. André Guillemette, Director, Ecole du Service social, University of Montreal.

Representing Organized Employers: G. Egerton Brown, Sun Life Assurance Com-

pany of Canada, representing The Canadian Chamber of Commerce; and Roy Campbell, Canadian Manufacturers' Association.

Representing Organized Workers: A. Andras, Director of Legislation, Canadian Labour Congress; and Julien Major, Director of Social Services, Quebec Federation of Labour.

Federal Government Departments: Dr. O. Hoffman, Chief of the Medical Rehabilitation Division, Department of National Health and Welfare; E. J. Rider, Director, Veterans Welfare Services, Department of Veterans Affairs; Ian Campbell, National Co-ordinator, Civilian Rehabilitation, Department of Labour; and C. A. L. Murchison, Commissioner, Unemployment Insurance Commission.

Federal, Provincial Rehabilitation Officials Chart Program's Future

Provincial officials responsible for the administration of vocational rehabilitation programs, met with federal officials in Ottawa on March 7, 8 and 9 to discuss procedures involved in the further development of the federal-provincial program for disabled persons under the new Vocational Rehabilitation of Disabled Persons Act. The emphasis of the program is on the identification through adequate assessment of persons with substantial disability.

Federal and provincial officials discussed ways and means of offering services under a more co-ordinated program involving government and voluntary agencies.

Plans were made for the extension of services to meet the present needs of disabled Canadians through better vocational counselling and vocational preparation before referral to employment.

The Provincial Co-ordinators also discussed the employment of the deaf and hard-of-hearing with Larry Parker, Executive Director and General Secretary, Canadian Hearing Society.

Ontario Work Injuries

In 1961, injury compensation cases reported in all classes for Ontario by the Industrial Accident Prevention Associations, Toronto, totalled 23,581, compared with 25,253 cases in 1960. The Toronto-York division reported the highest number in 1961 and 1960, with 10,580 and 11,350 respectively for the two years. Grand River Valley division was second.

Vic. Midgley, B.C. Labour Leader, Dies at CLC Convention

Victor Howard Midgley, British Columbia labour leader, died in Vancouver on April 10. He was stricken with a heart attack while attending the Canadian Labour Congress convention. Mr. Midgley was 48.

A carpenter by trade, Mr. Midgley was international representative in Victoria for the United Brotherhood of Carpenters and Joiners from 1946 until his death. He was Vice-President of the Victoria Labour Council and a former Vice-President of the B.C. Federation of Labour.

Mr. Midgley was serving as secretary of the CLC convention organization committee. Delegates to the convention stood and observed a minute's silence after being informed of his death by CLC President Claude Jodoin.

Carpenters' Walkout Highlights CLC's Vancouver Convention

The fourth constitutional convention of the Canadian Labour Congress was held in Vancouver, April 9 to 13. More than eleven hundred delegates attended.

Most dramatic occurrence at the biennial meeting was the walkout by the United Brotherhood of Carpenters and Joiners delegation. The delegation left after voicing a protest that the CLC executive council's report on the dispute between the Carpenters and the International Woodworkers of America over loggers in Newfoundland did not accord "fair treatment" to the Carpenters. Later the council's report was approved by the convention.

Of the 13 committee reports, the one on education, which called for a federal agency to co-ordinate a Canada-wide policy respecting vocational and technical training, was the most hotly debated. Many French speaking delegates objected, in vain, to the recommendation that this agency be made responsible for the "direction, administration and co-ordination of provincial programs."

Other noteworthy decisions of the convention were

—To set up a white collar organizing committee;

—To authorize a special study by the executive council of "the problem of jurisdictional disputes and their solution by arbitration and other methods;"

—To retain the policy of accepting all unions who are prepared to abide by the CLC constitution, principles and policies.

Although for the first time since the founding of the CLC a contest developed for the presidency, Claude Jodoin was re-elected by a wide majority. Joseph Morris, President of District 1 of the International Woodworkers, was elected Executive Vice-President to succeed Stanley Knowles, who did not seek re-election because of his candidacy in the coming federal election.

Also new to the ranks of CLC officers are Bill Black and Ed Sims, regional vice-presidents for British Columbia; Michael Rygus, regional vice-president for Ontario; and John Simonds, Atlantic regional vice-presidents.

A more detailed account of the convention will appear in the June issue.

U.S. Steel Agreement Improves Fringes; No Wage Increase

The United Steelworkers of America and 11 major steel firms in the United States settled last month on terms for a two-year agreement. The new contract—agreed to some three months before expiry of the old—is to run from July 1, 1962 to June 30, 1964. The former contract would have expired June 30 this year.

Although contract terms for the first year do not provide any direct wage increases—in line with President Kennedy's objective of non-inflationary settlements—the general terms provide that the individual contracts may be re-opened after one year for negotiations on wages, insurance, pensions and other contract items. The union also has the right to strike 90 days after re-opening the contract. The cost of the new terms is estimated at 10 cents an hour.

A new feature in the agreement is a "savings and vacation" plan designed to encourage retirement and thus expand job opportunities. The plan will be financed by a contribution by the companies of 3 cents an hour for each worker.

Employees will receive a credit of one week for each two years of continuous service after that date. These credits are in addition to the regular paid vacation provisions.

The credits will be paid, with interest, at retirement, termination or layoff. They may be taken in the form of vacation time deferred until retirement, or on termination or at times of extreme emergency. To encourage retirement, the credits will be reduced by 10 per cent for each quarter the employee works beyond age 65.

The new contract makes improvements in supplementary unemployment benefits, paid vacations, pensions, and seniority and grievance procedures.

—Employees working less than 32 hours in any week will receive their regular hourly wage for the unworked hours below 32.

—SUB payments will be increased. These two fringe benefits will be financed by a company contribution of 4.5 cents per hour worked in addition to the present 5 cents.

—Increased pensions are provided for employees who are not likely to be recalled after a layoff, and any employee whose combined age and service equals 80 years—or 75 years if the worker is 55 or over—will now be eligible for pension.

—Starting in 1963, vacations will be two weeks after three years of service, three after 10, and four after 25.

—Most employees in the four lowest job classifications will be assigned to labour pools and given preferential job and re-hiring rights.

—During the first year of the contract, there will be no cost-of-living benefit

changes, but the present 18.5-cent cost-of-living bonus is retained.

—An employee with 10 years of service, if laid off in his own department, will be given preference over new employees for jobs in other departments.

The Human Relations Committee established in the 1961 agreements will have an expanded role. It will continue its study of job re-training, contracting-out of work, overtime scheduling and vacation scheduling. If no agreement is reached on the committee's recommendations, due May 1, 1963, the issues will be negotiated and the union will be free to strike on 90 days notice.

Four days after the agreement was signed, the companies announced a price increase. It was later rescinded, however, after President Kennedy had indicated his displeasure.

In Parliament Last Month

(page numbers refer to Hansard)

The Corporations and Labour Unions Returns Act was passed last month. The 1962-63 Budget was brought down during the month.

The new Act (Bill C-38) was given second reading on April 2 (p. 2396), and passed on April 9 (p. 2643). It received Royal Assent on April 18.

The Act requires corporations carrying on operations in Canada to file an annual return with the Secretary of State and unions with more than 100 members in Canada to report annually to the Minister of Labour. Unions with headquarters outside Canada must file information on money received from members resident in Canada from initiation fees; membership dues; health, welfare and death benefit assessments; strike benefit assessments; fines; and work permits.

During the debate on the Bill, the Minister of Justice denied that the Government was seeking to equate the conduct and activities of corporations and trade unions (p. 2442). This criticism had been made by the Canadian Labour Congress.

The Minister of Finance presented the budget on April 10 (p. 2688). The income tax deduction for children eligible for family allowances was increased to \$300 and that for other dependents to \$550. The Minister said that the increase would completely free about 80,000 taxpayers from income tax (p. 2706).

Extension of the double depreciation provision in designated surplus manpower

areas for another calendar year, to January 1, 1964, was announced (p. 2707), as well as a new provision allowing corporate taxpayers to deduct 150 per cent of their increased expenditures on scientific research for industrial purposes, in computing income tax (p. 2708).

Beginning in 1962-63, federal grants to universities will be increased by a third, from \$1.50 per capita of the population in each province to \$2 per capita, the Minister said (p. 2710).

The Minister announced an estimated budgetary deficit of about \$745,000,000 in the 1962-63 fiscal year (p. 2710).

The Prime Minister announced that the Canadian National Railways had decided to amend its pension bylaws so as to improve the calculation of pension for the early service of existing employees (p. 2931). Pension will be increased from 1 per cent to 1½ per cent for each of the first 20 years of service, and the contribution rate will be increased from 5 per cent to 5½ per cent.

The Minister of Mines and Technical Surveys announced that new orders-in-council had been passed continuing the assistance to the movement of Canadian coal. In Nova Scotia and New Brunswick the assistance is to be widened to include payment of a subvention on all coal shipped, and in Western Canada assistance is to be continued on the movement of coking coal from mines in Alberta and British Columbia for export, the Minister said (p. 2477).

Education and Employment

"Technological revolution brings with it a revolution in the learning process," says ninth study prepared for Canadian Conference on Education, and education must struggle to keep adult population in phase with changing world environment

"The technological revolution brings with it a revolution in the learning process. A lifelong process—that is what education must become, overnight. Technology and automation, science and invention and the pace of change will increasingly demand continuous training and re-training."

This statement was made in "Education and Employment," the last of nine studies prepared for the Canadian Conference on Education. It was written by Arthur V. Pigott, Director, Canadian Association for Adult Education. (A digest of Study No. 3, "The Development of Student Potential," appeared in the March issue of the *Labour Gazette*, page 322).

Education should no longer aim mainly to "prepare young people for a local community life, but it must struggle to keep the adult population in phase with a changing world environment," the study says.

Planning to "revitalize an obsolete work force and to educate for future needs" is given a prominent place in any discussion of recession measures. The study listed these facts:

—Over 70 per cent of Canada's unemployed men in one recent year had had no schooling past Grade 8.

—One third of Canada's children are still leaving school with less than Grade 8 education.

—Canada has only half as many skilled workers (in proportion to population) as the United States.

—Even without any program expansion, we need new vocational training accommodation for 15,000 persons in full-time day classes.

—A recent NES survey in Toronto showed 19,340 jobs for skilled workmen going unfilled—and 23,000 unplaced job applicants who could not qualify.

—In a recent Vancouver retraining program for unemployed, 97 per cent of the students passed successfully.

—An estimated two million Canadians are educationally unprepared to take their proper places in the economy.

The school system to date has been turning out students unfit for the technological world, says the report. In addition, there are the "functionally illiterate" unskilled, who are becoming the unemployable because they lack sufficient basic education. Adult retraining presents a formid-

able challenge, and all avenues must be explored to meet it successfully.

Education on the whole will be further burdened in the coming years because Canada has one of the highest birth rates among the developed countries. This increase must be absorbed in the economy. According to the Gordon Report, to assimilate about 175,000 new workers each year, the economy must be backed by more intensive and prolonged training provisions for a larger proportion of these workers.

Occupational Training Neglected

In the chapter, "Considerations of Cost," the study contends that occupational training has been neglected in Canada in favour of liberal education. More emphasis will have to be placed on technological orientation.

Better co-ordination is needed for more effective spending. Unions, business firms, industries, social agencies, etc., all have an educational function, and many are extending their educational activities. The decentralized authority at the government level adds to the complexity. "Unless it is simplified, how can Canada hope to compete with such ruthlessly unified systems of education as the Soviet Union's?"

The rate of economic growth is largely influenced by a country's investment in education. West Germany and Russia have a faster rate of economic growth than the United States and Canada because they put more into education, says the study.

During the last war, Canada made a concerted effort to train manpower and obtained remarkable results. This was followed by postwar training of veterans, which again proved highly successful. We faced the facts then, and should do so now.

"During the decade 1949-59 there was an increase of 17 per cent in job placements for unskilled and semi-skilled workers. But the demand for skilled workers increased 38 per cent—more than twice as fast. As the pace of automation and technical change quickens, there is less and less place for the untrained.

"Clearly, both the quantity and the quality of education in Canada must be improved, markedly, and now. Education is no longer a luxury—it is a necessity," says the study.

Vocational Guidance

Prejudices by parents against vocational courses are out of date. "In the air of challenge and excitement a modern technology generates, the 'practical' type of education might be expected to command overwhelming favour," the study says.

"Choice of occupation is too important to be blurred by foolish and antiquated prejudices."

Introducing the world of work must be accepted as one of the primary responsibilities of the elementary schools. Without adequate orientation, the students can have little knowledge of what lies ahead for them in the working world.

Guidance and vocational counselling should begin at a much earlier age. This would also prevent or reduce the large number of drop-outs.

"A student who sets his mind on a specific goal accepts higher standards as a means toward his chosen undertaking, and is more likely to stay in school, in spite of minor aggravations and frustrations."

Those leaving school to enter employment might be required to register first with the youth placement service of the National Employment Service, and youth services should work closely with the school guidance services, encouraging as many drop-outs as possible to reconsider, and complete their training.

Vocational Courses

Only about one quarter of Canadian secondary school students are registered in vocational courses. But about three times as many obtain jobs requiring skills that can be learned largely in vocational courses.

The study mentions co-operative education—the combining of study and employment in an integrated program—which has been tried in only one Canadian university, the University of Waterloo. A recent study financed by the Ford Fund for the Advancement of Education found that co-operative education gave students a sense of direction, increased motivation, enabled many to continue at college, and permitted increases of 15 to 60 per cent in registration without much increase in cost.

A number of vocational and technical schools are being built and others planned under the stimulus of the federal Government's contributions under the new Technical and Vocational Training Assistance Act (L.G., Dec. 1961, p. 1208). But "the outlay is wasted unless we make comparable progress in modernizing our attitudes toward vocational training, and in improving courses and integration with industry."

During the 1959-60 term, 1,730 students were graduated from the 29 technological

institutes in Canada. "This number is woefully inadequate in comparison with the need."

We need, the study says:

—Immediate additional accommodation for 15,000 persons in full-day classes at all levels.

—From 1,000 to 1,500 trained technical and vocational teachers, within a few years.

—Three or four training centres for teachers.

—Facilities for providing supervisors and administrators with training and experience.

—Research, on a scale never before attempted here, on future requirements of the employment market and on the effectiveness of training programs.

—Competent guidance services.

—National standards of qualification.

—Proper use of employment services by both schools and industry.

Education and Government

In the chapter, "Education and Government," the study deplores the lack of co-ordination in the education field in Canada.

Making education a provincial responsibility under the terms of Confederation solved more problems than it created—then, when there were only four provinces. But today, when there are ten provinces, it creates confusion and nuisance to many people that we have ten educational systems with such varying programs.

Vocational training is not a new concern of the federal Government: grants for such training were made to the provinces as early as 1913. The new Technical and Vocational Training Assistance Act increased the percentage that the federal Government will pay for training. But the decision to act still depends on the provinces.

"Many people feel that technical education is a broad need of the whole Canadian community, i.e., an area where tax-money can be used in the citizens' interests . . .

"In any systematic manpower and employment scheme, the federal Government has both the opportunity and the responsibility for offering leadership to the provinces and the municipalities in developing and maintaining sound policies . . . The National Employment Service could symbolize such a new policy." The NES would be separated from the unemployment insurance function and be made directly responsible to the Department of Labour.

Apprenticeship

There will be 27 million Canadians in 1980. The labour market is already being swelled by the high birth rates of the war

and post-war periods, and unemployment in the age group 16 to 24 is twice as frequent as it is in general.

It is expected that in the 1960-70 decade, a million young people will need jobs. Without adequate training, they will be a burden on the economy, the study points out.

Canada is suffering too great a loss from young people's leaving courses when they have the ability to complete them. Our future progress depends on correcting this condition.

We know enough to apply some remedies: work-study programs, wider choices among courses, better guidance and counselling, more variety in teaching and sympathetic understanding from teachers, economic help where need of money is the reason for leaving school.

Apprenticeship can be the answer for thousands of frustrated young people who are dropping out of school, but in Canada public appreciation of the value of apprenticeship is still at a low level. The study points to the quality of and facilities for apprenticeship education in European countries, where these "form the basis for their healthy economies."

Trade associations, unions, and industrial employers could do much more to publicize apprenticeship in Canada, the study says.

Adult Retraining

Three major changes are affecting today's work force: (1) the rise in demand for white-collar workers, (2) the sharp drop in agricultural employment, and (3) the fall in demand for unskilled or semi-skilled people.

The demand for managerial, professional, technical and clerical workers has been rising three times as fast as the demand for blue-collar workers, the proportion of the labour force engaged in agriculture has dropped from about one third in 1939 to about one ninth, and competition for jobs is greatest among those with too little training. "Thus, while the employment problem grows ever more acute for the untrained, the need grows for trained personnel."

Canada has only one third as many professional people as the United States, in proportion to population, and only one half as many skilled people in the work force. There are some seven million adult Canadians who have not completed secondary school.

"It is in the group of experienced workers that we may be able to find the tremendous stimulus our work force needs if we are to compete with the skilled people of other nations in world trade... Making way for our latent manpower to develop is the

B.C. Plans Conference on Apprenticeship

"Apprenticeship training has now reached the point in British Columbia where it is essential that representatives of labour, industry and government meet and consider how apprenticeship training can be made more effective in the province," said Hon. L. R. Peterson, Q.C., provincial Minister of Labour, when announcing that a Conference on Apprenticeship would be held at Vancouver on October 4 and 5, 1962.

He said it was necessary for the leaders of the three segments of the economy to review present accomplishments and future requirements.

The purposes of the Conference will be to:

1. define the principles of apprenticeship training;
2. identify the areas of possible co-operation between labour and industry with respect to apprenticeship training in British Columbia; and
3. outline possible co-operative programs.

Representatives of trade unions, employers' organizations, and other interested parties are being invited to attend. A planning committee has been established to ensure that everything possible is done to make the Conference a success.

Such topics as "The principles of apprenticeship training"; "Co-operation between government, labour and industry, with respect to apprenticeship training"; and "The practical utilization of trained manpower in this nuclear age" will be discussed. Outstanding speakers, recognized as experts in their field, will address the meetings and panels will be held.

great challenge our training resources face today."

We are failing in the retraining of adults because of: incoherent planning of programs, lack of information about comparative courses, lack of uniform standards and supervision, shortage of teachers and planners, and the lack of careful integration with employment needs when retraining courses are designed.

Retraining the Unemployed

Retraining plans can be advanced most rapidly for the unemployed because of public concern over this group. As a sample of the retraining problem, the study cited a survey in 1961 by the NES office in Metropolitan Toronto, which found more than 19,000 jobs while at the same time there were 23,000 job applicants but only a few hundred students enrolled in retraining courses.

"Can we not, through incentives," the study asked, "make it more desirable for an unemployed man to undertake training than to remain idle?" The study suggests some forms of incentive.

Surely Schedule 5 (formerly Schedule M) of the Vocational Training Agreement

should include provision for giving adult courses in elementary grades for those who cannot be introduced to technical or vocational education without upgrading their academic skills, the study says.

The study cited the results of an experiment in retraining conducted during 1960 under the provisions of Schedule M by the Vancouver School Board. A follow-up study made one month after the completion of a course leading to Grade X standing found that of the 27 graduates, seven had found jobs, five had definite employment prospects for the immediate future, seven had gone on additional vocational training (four were accepted into general commercial courses, two into a course leading to Grade XII standing, and one into industrial first aid training), and eight were still unemployed.

The preliminary report on this experiment said that these conclusions could be drawn:

1. Mature able adult students can be academically upgraded successfully to the Grade X level in a relatively short period in full-time classes;

2. Adult students can be pressured to learn rapidly with accompanying good morale;

3. There is a definite need today to include general vocational education in the upgrading services provided for the unemployed person.

"Knowledge about manpower is basic to the survival of our society." There are many sources of facts—Dominion Bureau of Statistics, Department of Labour, National Employment Service—but what we lack is selection of some of the figures being gathered and their interpretation. The ILO has recommended that a national service agency collect and analyze the data and make them available systematically and promptly.

The study points out that immigrants soon find jobs and suffer little unemployment.

The Department of Citizenship and Immigration comments that the European tradition of apprenticeship and trades training gives immigrants a substantial advantage in technical qualification for placement in Canadian industry.

The training of the disabled, women and the older worker are also discussed in the study.

"Governments Must Lead"

In conclusion, the study lists ways in which Canadians can be happily and usefully prepared for the work-a-day world of a technological age.

Under the heading "Governments Must Lead," the study suggests that:

- More federal funds will be required for education and training.

- Employment is a national problem, and "unprecedented attention" must be given to research, co-ordination and planning.

- Investment in social capital must pay due regard to the superlative importance of education.

- Provincial governments must make provision within their educational systems for the mobility of people (geographically, socially, occupationally).

- Curricula, schools, staffs and techniques must be changed and expanded to meet the changing needs of society.

- Municipal governments will need revenues far beyond those which can be produced by the present taxes on real estate.

- Rural areas require special provisions for vocational training.

- Training must be broad enough to allow for flexibility, so that the individuals can be easily retrained within a field of knowledge.

- The National Employment Service must play a pivotal role in the use of manpower resources.

Technical Education Abroad

"To maintain standards of living, people in today's world must work, nations must trade, and productivity in most countries is of national concern. The skills and technical competence of the labour force of each country is a matter of national interest.

"In the European countries the practices, procedures and techniques of training the labour force, the organization and administrative machinery used for this purpose were explained and justified by the simple statement—It is in the national interest."

This was said by C. Ross Ford, Director, Vocational Training Branch, Department of

Labour, in an address to a symposium at the 2nd Canadian Conference on Education on the question, How can we help education to meet employment needs? He was describing his impressions gained on visits to training establishments in Europe and in Japan.

"In each country the program of training to meet employment needs was an integral part of the educational program, whether the country has a centralized or a federal type of administration. The technical and vocational training programs are as much a part of the national program of education

Definition of Technical Training

Technologist or Engineer—A person holding a university degree or equivalent professional qualification in science or engineering who is responsible for the application of scientific knowledge and method to industry.

Technician—A person qualified by specialist technical education and practical training to work under the general direction of a technologist.

Craftsman—Normally a person who has served a recognized apprenticeship in a trade, has attained full occupational competence as a journeyman and applies his skills in production or on the shop floor.

Operator—One who works in a relatively narrow repetitive or productive capacity of a trade or occupation.

—Second Commonwealth Education Conference

in France, Britain, Germany, Holland and Japan as are the elementary or secondary schools."

In each of the countries, he said, different patterns of programs have developed in their process of evolution and integration, but all appeared to have a common objective—the development of the occupational and productive capacity of the nation's labour force.

In Britain, local educational authorities have a statutory duty to provide adequate facilities for further education, both general and vocational.

Germany has compulsory continuation classes for employed youth under 18 years of age.

In Sweden, a National Board of Vocational Education organizes, administers when necessary, supervises, co-ordinates, and provides financial for technical and vocational programs.

The vocational training laws of Japan authorize the development of programs to provide the skilled workers for industry, the conducting of trade tests, the establishment of teacher training and the appointment of a national advisory council.

"The technical colleges of Britain, the trade schools and technical gymnasia of Sweden, the continuation and technical high schools of Germany, the Department of Labour trade schools and Department of Education Industrial, Fisheries and Commercial High Schools of Japan, form in each country an integrated national network with a single objective—the development of the occupational competence of the country's labour force," Mr. Ford said.

General education was not being supplanted or replaced by education for employment. Rather, these countries were building upon the best possible base of general education the skills and knowledge required in the employment market.

The programs that have developed vary with the industrial history of each country.

For example, in England and Germany, where industrial development preceded formal school programs, apprenticeship came to be the accepted method. In Sweden and Holland, where industrialization is more recent, apprenticeship has a much less important role. "In these countries a direct route from about the ninth year of schooling to pre-employment occupational or technical training institutions has been developed into what apparently are successful patterns of development." In Japan a combination of apprenticeship, trade training schools and schools providing technical training develops competence at the technician, craftsman and operator levels.

In Britain, skills at the craftsman or journeyman level are developed through a combination of employment and part-time technical training. When youths leave school they search out apprenticeships or employment in their desired field. Arrangements are then made for their related technical training in local technical colleges by way of daily release or evening classes, or in sandwich courses.

In Germany, about 70 per cent of those leaving school each year go into apprenticeship, the remainder to work as unskilled workers. Those who go to apprenticeship serve three-year industrial, commercial or service trade apprenticeships, during which time they are required to take related formal training on a part-time basis, either by way of day release or evening classes.

In Sweden, the prospective craftsman completes nine years of schooling, then transfers to a trade or occupational training school for a two-year preparatory or pre-employment training program in a specific field. After this, he spends an additional year gaining experience in the occupation before receiving the journeyman rate of pay.

In Japan, many young people receive their training through apprenticeship; others receive a two-year period of formal pre-employment training in a trade or occupational training centre.

For technician training, Britain has developed apprenticeship or co-operative training programs of high standards. Levels of competence are identified by national certificates; full-time programs lead to national diplomas. Sweden, Germany and Japan develop competence at the technician level in full-time day classes extending for three years. The three-year program in a Japanese industrial high school, offered after the ninth year of schooling, gives students a standard approximately two years beyond high school graduation in Canadian schools.

National standards of occupational competence are developing in all these countries. In each country, national examinations are based on standards developed by professional associations, employer and labour organizations in co-operation with educational authorities and teachers.

British standards at the craftsman level are established by the City and Guilds of London Institute examinations. The qualification obtained identifies full craftsman or journeyman competence and the certificates awarded are accepted widely throughout the Commonwealth, outside of Canada. At the technician level, the national certificates or diplomas are accepted widely throughout the Commonwealth and the world as identifying advanced levels of technical competence.

German craft standards are regulated by the examination of Chambers of Commerce and Industry, and the certificates of these bodies are recognized nationally and internationally. Swedish courses at the craft level are developed in co-operation with industry and labour and prescribed by the National Board of Vocational Education. Examinations are supervised by local representatives of employers and labour. In Japan, the Vocational Training Bureau of the Department of Labour has established national tests to determine occupational proficiency.

"A distinctive feature of the European programs is the second route which provides continuing opportunity for persons to develop recognized qualifications by other ways than the traditional pattern from elementary school to high school or to apprenticeship or technical training.

"The programs at both craft and technician level are open-ended and permit trainees to proceed to advanced qualifications, usually by extended periods of very arduous, part-time or evening studies. The qualifications acquired in this way enable

the trainee to attain the same national qualification as is awarded to the graduates or regular full-time day classes."

This second route is not a short cut. In fact it is considerably longer and very difficult; but it recognizes accomplishment and achievement no matter how attained.

Mr. Ford then asked: What are the implications for Canada? "We are in a league in which the competition is keen. If the qualifications or productivity of our labour force are not comparable or better, our competitive position is serious.

"If adequate technical and vocational training and education programs are to develop in Canada, an agency of each provincial government must be assigned the responsibility for planning, developing, co-ordinating and financing this work in the province," he said.

The lessons to be learned from Europe are definite: schools and training programs must maintain a closer contact with employment. "Preparation for employment is a co-operative undertaking involving active participation of management, labour and government departments of education and labour."

Education and training programs must serve the need. "We must work toward the objective of nation-wide standards that will identify competence, skill and technical knowledge at all levels. These standards must be based upon the requirements of the employment market."

Industry in Canada has not assumed the degree of responsibility for providing training for its workers that European industry has. The practice of importing skilled workers can no longer meet our needs, he said.

Finally, we must recognize that the problems of education and employment are not solved by the training programs organized for youth while they are still attending school and completing their general education, or by the post-high school technical programs. The problem is much greater and much more pressing for those who have left the school system.

Educational and training programs for this group must be given much more attention in Canada. "It is my firm conviction that there is a requirement for an adult vocational school and program for each area having a population of 250,000...

"There is no going back or remaining in the same place when the world is moving forward so rapidly. Our success depends upon the manner in which we use and develop our human resources."

McKinnon Report on Labour Legislation

Appointed fact-finding body on labour legislation by N. S. Government, Judge Alexander H. McKinnon advises against legislative restriction, recommends amendments to Nova Scotia Trade Union Act, suggests study of Swedish plan

On March 2, the Nova Scotia Government tabled in the Legislature the Report of His Honour Judge Alexander H. McKinnon, who was appointed a Fact-Finding Body on Labour Legislation on July 28, 1960, to inquire into labour relations legislation in other jurisdictions in Canada and elsewhere, to ascertain the opinions of experts and to assess the extent to which such legislation promotes industrial peace.

The inquiry was undertaken because representations had been made to the Government urging amendment of the Nova Scotia Trade Union Act. The Report has now been referred to a Select Committee of the Nova Scotia Legislature.

Judge McKinnon held hearings in Nova Scotia and then travelled across Canada interviewing government officials and labour and management spokesmen. His general conclusion from these interviews was that there was fairly general agreement that the ideal labour-management relationship would be achieved by a minimum of legislative restriction. From his observations, it appeared that where legislation had been particularly restrictive of one side or the other, it had tended to drive "an ever-deepening wedge between management and labour and had made much more difficult the voluntary co-operation which is vital to the welfare of industry and its employees."

In studying the labour legislation of some other countries, he was impressed with the extent to which the affairs of management and labour were regulated almost wholly by mutual agreement and co-operation. One of the most striking examples of this mature attitude was in Sweden, and the Report deals in some detail with the Basic Agreement of 1938 effected in Sweden between the principal labour organization and the main employers' organization. The Agreement established a procedure for the negotiation of labour-management disputes and set up a board on which both parties are equally represented to deal with dismissals, layoffs and conflicts threatening essential public services.

The Report recommends that labour and management groups in Nova Scotia examine and study the Swedish plan, which is founded on understanding and trust, and under which the conduct of the parties is regulated by a code of behaviour which they have voluntarily adopted. The under-

lying principles and some features of the plan might be found to be suitable for conditions in Nova Scotia.

Judge McKinnon's conclusions are summed up in the following paragraphs:

The alternative is more and more restrictive legislation to meet every demand and crisis until the conduct of management-labour relations is straight-jacketed in a code of laws that will govern every aspect of the relationship between the two vital parties; and true collective bargaining, which all labour enactments are intended to foster, will be wholly eliminated. The result can only be the existence of two warring factions held at bay by the policing of the state.

Believing, as we do, that the welfare of employer, employee, union and the public can best be advanced and fostered by mutual understanding and co-operation between management and labour, we are reluctant to suggest further legislative restrictive measures. The provisions of the Trade Union Act, amended as herein suggested, should be retained until management-labour bodies in Nova Scotia can examine the possibility of regulating their relationship to a greater measure than at present by mutual agreement rather than by compulsory legislative enactments.

In keeping with the general conclusion that further restrictive legislation will not promote sound industrial relations, the Report does not commend for consideration by the Government the proposals, of either employer or union groups, for the enactment of additional rules restricting the freedom of the other party. It noted that representations on behalf of union groups urged that a provision should be included in the Act providing for compulsory employer recognition of the union shop where the majority of the employees are in favour of it. The Report did not accept this recommendation, stating that:

Compulsory union shop should not be made a legislative provision because it is one of the most important issues that should be decided by mutual agreement resulting from collective bargaining.

Should employers and employees in Nova Scotia show no indication of desire or ability to regulate their relationship to a greater degree than at present, this and other restrictive measures should be re-examined with a view to fully regulating by statute the conduct of both parties in most phases of their relationship.

The Report does, however, include a number of suggestions, arising out of submissions made to the Fact-Finding Body, for amendments designed to remove difficulties in the operation of the Trade Union Act.

Unfair Labour Practices

Representations were made that there should be a more effective method of dealing with violations of the unfair labour practices provisions. The Report proposes that the Labour Relations Board should be authorized to deal with complaints of discrimination in employment contrary to the Act. The Board would be authorized to inquire into such complaints through a commissioner, and to issue a remedial order which would be filed in the Supreme Court of Nova Scotia and would be made effective as a court order.

The Report further suggests that, for the prompt and better enforcement of the Act, the Board should be empowered to issue "cease and desist" orders for a failure to comply with or a contravention of any provision of the Act or of any decision or ruling made under the Act.

Because employer organizations stress the uncertainty of their position under the section of the Act prohibiting an employer from using intimidation to prevent his employees from joining a union or acting as an officer or representative, the Report suggests that the section be amended to state that it does not deprive an employer of his freedom to express his views so long as he does not use coercion, intimidation, or threats.

Certification

Several changes were suggested in the part of the Act dealing with certification of a bargaining agent.

It was proposed that the section providing for certification of a bargaining agent for a craft unit should be amended by giving the Labour Relations Board discretion not to recognize a craft unit as appropriate "where the group of employees is included in a bargaining unit represented by another bargaining agent at the time the application is made."

To avoid delay in certification proceedings, the Board should be empowered to fix by regulation the "time as of which" evidence of membership in good standing in a trade union shall be presented to the Board. Further, the Board should have authority to refuse to accept any evidence not presented in the prescribed form or within the time fixed by the Board.

Union groups concerned with the construction industry complained of cases where construction work was completed before an application for certification could be processed by the Board. If it were made clear that the Board has the power to grant an "area certification," such complaints would be minimized.

When a business is sold or otherwise transferred, and the plant and work force remain virtually unaltered, the Act should provide that an existing certification or collective agreement should continue to be binding. The Act should provide for an exception to this rule where an employer has been forced into bankruptcy.

Negotiation in Good Faith

Representations were made to the Fact-Finding Body that the directive to the parties to meet and bargain after a bargaining agent has been certified were not sufficiently specific.

The Report recommends that a provision be added that would require the parties to meet within fifteen days from the giving of notice to bargain, unless the parties agree to a later meeting, and which would require them to bargain in good faith and to exert every reasonable effort to make a collective agreement.

Collective Agreements

Since the legality of provisions in collective agreements in the province requiring union membership as a condition of employment has been questioned, the Act should be amended to clarify the matter by stating that nothing in it prohibits the parties from inserting such provisions in collective agreements. Further, the requirement of a vote on the check-off should be discontinued, provided the Minister of Labour is satisfied that a majority of eligible voters is in favour of making such assignment.

It was claimed that the failure of some collective agreements to contain an arbitration clause had been among the causes of disputes. The Report recommended that the provision in the Act requiring a collective agreement to contain an arbitration provision, should be amended by spelling out in the Act a clause which would be deemed to be included in any agreement that did not contain one.

The Act should further be amended to provide that if an arbitration award is not implemented within fourteen days, any person affected may file the award with the Prothonotary of the Supreme Court and it would be enforceable as an order of the Court. The Act should specify that the Arbitration Act does not apply to arbitration under collective agreements.

Public Service Employees

Another recommendation would make the Act applicable to civil servants and municipal policemen. This would be subject to

the provision that a model clause be included in the Act, to be made part of collective agreements, to the effect that there would be no stoppage of work by any such employees. All disputes, including disputes over the provisions of a new collective agreement, would be referred to a board of arbitration.

In explanation of this recommendation, the Report states:

All labour legislation is predicated on the conviction that orderly collective bargaining is in the dominant public interest as well as that of the employer and employee, and that this can be best facilitated through the provisions of the Trade Union Act. If these provisions are considered to be beneficial to the ordinary employer and employee, it would appear that they would also be beneficial to employees subject to the Civil Service Act, to employees of any such board or commission, or to municipal policemen.

A special submission was made on behalf of unionized hospital workers in the province, in which it was claimed that agreements negotiated with hospitals could not be implemented, as practically all hospital revenue came from the Hospital Insurance Commission, which does not take part in negotiations, and which allots funds not necessarily in accordance with the hospital budgetary requirements.

The solution suggested by the union was that the Commission should take part in the bargaining, but the Commission contended that it would be useless to do so, as it had no knowledge of the sums to be allocated to each hospital until its budget was approved by the Government in March or April each year. The Report suggests that the union and hospital boards should negotiate new agreements early in the year, without making them final until the Government has approved the budget presented by the Commission. By this method the Commission would be aware of the terms agreed to by hospital boards before presenting its budget to the Government for approval.

Conciliation

Historically, the purpose of conciliation provisions was to provide a cooling-off period, to allow public opinion to weigh the issues involved, and to effect an agreement between the parties by a consideration of those matters that had previously been unsuccessfully negotiated. The conciliation board, as conceived by the legislation, came into being after negotiations had been completed and the issue remained unresolved.

It was represented to the inquiry that under the practice that has developed in Nova Scotia and elsewhere, the parties refrain from full and frank negotiation prior to the proceedings before the con-

ciliation board, and may even there withhold disclosure of their position, with the result that the board is simply a stage in negotiation and the conciliation function is partially frustrated. It was said that some boards make no effort to obtain direct settlements, but regard their function as the making of recommendations after hearing arguments and submissions of parties.

Other criticisms were that the successive stages of negotiation and conciliation cause delay by duplicating effort, and that the nominees of employers and trade unions become "special pleaders" intent on having the point of view of their party prevail with the chairman of the board. Representations were made that compulsory conciliation should give way to voluntary procedure.

The inquiry came to the conclusion that there was considerable validity in the criticism of compulsory conciliation procedures and practices, and suggested that consideration be given to changes in the Act which would have the effect of making the setting up of a conciliation board "voluntary at the request of either party."

The provision for appointment of a conciliation officer would remain unchanged, but, if neither party requested a conciliation board, none would be appointed, and the prohibition on the taking of a strike vote and on strikes and lockouts would be removed 15 days after the Minister had received the conciliation officer's report.

Where a conciliation board is appointed, the Report recommends that such board should have 30 days rather than 14 days to complete its work, and that the period should be extended only by agreement of the parties. A person who has any pecuniary interest in the matters referred to the board, or who has acted as a solicitor or paid agent of either of the parties in the six preceding months, should not be eligible to be a member of a conciliation board.

As an alternative to a conciliation board, the Report further suggests that the Act might provide for a "mediator," an individual selected by the parties jointly and appointed by the Minister, to confer with the parties and endeavour to effect a collective agreement. He would have the powers of a conciliation board and his remuneration and expenses would be paid by the government.

Financial Returns

Unions in the province have been required to file financial returns annually with the Minister of Labour.

The Report suggests changing the section to provide that returns need be filed only on the request of the Minister.

Industrial Fatalities in Canada, 1961

Fatalities decrease from 1,134 in 1960 to 1,037, and work injuries, both fatal and non-fatal, from 542,657 to 538,061. Fatality rate (fatalities per 10,000 workers), which was 1.9 in 1960, reached a new all-time low of 1.7 in 1961

During 1961, industrial fatalities in Canada totalled 1,037*. This was a decrease of 97 from the 1960 figure of 1,134. Injuries, both fatal and non-fatal, reported by the Workmen's Compensation Boards of the ten provinces of Canada decreased from 542,657 in 1960 to 538,061 in 1961.

Of the 1,037 fatalities last year, 861 were reported by the Workmen's Compensation Boards of the various provinces and the Board of Transport Commissioners. Information on the remaining 176 was obtained from other sources; an industrial distribution of these remaining fatalities is given in footnote (2) to Table H-1.

The accidents recorded are those that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment. Also included are deaths from industrial diseases reported by the provincial Workmen's Compensation Boards.

Quarterly reviews of industrial fatalities were published in the July 1961 issue, p. 660; October 1961; p. 1025; January 1962, p. 41; and April 1962, p. 416.

The fatality rate (number of fatalities per 10,000 workers) reached a new low of 1.7 in 1961.

Year	Persons with jobs (000)	Fatalities	Rate
1958	5,695	1,269	2.2
1959	5,856	1,326	2.3
1960	5,955	1,134	1.9
1961	6,049	1,037	1.7

During 1961, there were 8 industrial accidents that caused the deaths of three or more persons in each case. The worst of these caused the deaths of 17 fishermen; they were drowned on March 22, when three fishing boats, the *Muriel Eileen*, *Margorie Beryl* and *Jimmy and Sisters*, were caught in a storm in the Emera Bank area about 110 miles south-east of Lockport, N.S.

One accident cost the lives of eight persons. A fishing vessel carrying eight men was lost at sea on February 23, off the coast of Vancouver, B.C.

Two accidents resulted in seven industrial fatalities in each case. Seven employees of a logging company were drowned at Malaspina Strait, B.C., on February 13, while being transported by vessel. Seven civilian construction workers being carried on April 17 to Primrose Lake, 175 miles north of Edmonton, Alta., by an RCAF H-34 Sikorsky helicopter were killed when the helicopter crashed.

Two accidents cost the lives of four persons in each case. During a forest fire fighting operation near Northwest Bay, B.C., on June 23, the aircraft carrying a crew of four crashed and burned while making an attack on the fire. On December 6, four crew members of the herring seiner *Cape Norman* were lost when the vessel sank in the vicinity of Maude Island, B.C.

Two accidents in 1961 cost the lives of three persons in each case. Three firemen fighting a fire in Quebec, Que., on March 12 were buried under tons of rocks when the wall of a four-storey building fell on them. Three workers lost their lives when a fire swept a 72-bed miners' dormitory at Chibougamau, Que., on April 29.

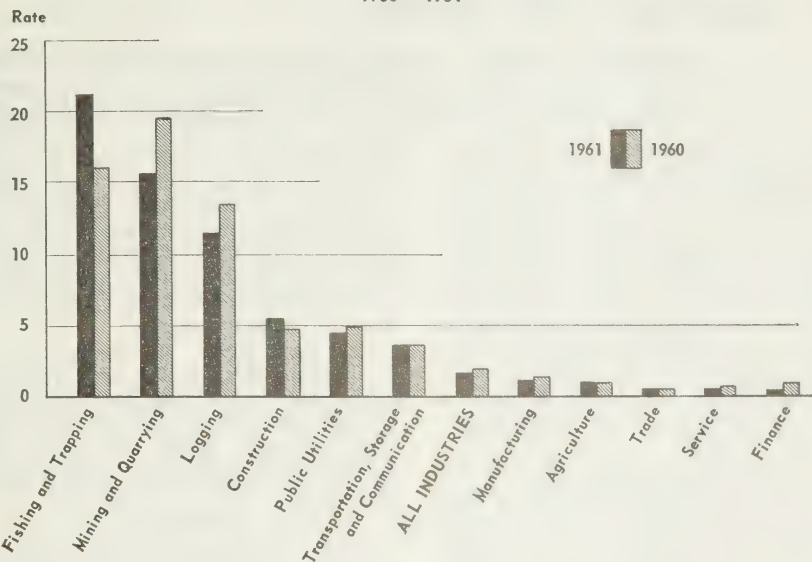
Fatalities by Causes

An analysis of the causes of the 1,037 fatalities that occurred during the year shows that 268 were the result of being "struck by tools, machinery, moving vehicles and other objects." Within this group,

Annual statistics on industrial fatalities are compiled by the Working Conditions and Social Analysis Section of the Economics and Research Branch from reports received from the various provincial Workmen's Compensation Boards, the Board of Transport Commissioners, and certain other official sources. Press reports are used to supplement these data but accidents reported in the press are included only after careful inquiry to avoid duplication. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as in those industries covered by compensation legislation. Similarly a small number of traffic accidents that are in fact industrial accidents may be omitted from the Department's records because of a lack of information in press reports.

*See Tables H-1 to H-5 at back of book.

FATALITY RATE* BY INDUSTRY 1960 - 1961



* Rate is the number of fatalities per 10,000 workers.

the largest number of fatalities was caused by falling trees or limbs (54), landslides or cave-ins (31), materials falling from stockpiles and loads (26), automobiles or trucks (25), and trains or other railway vehicles (20).

In 1960, deaths listed in the "struck by" group numbered 293. Of these, 55 were caused by falling trees or limbs, 35 by materials falling from stockpiles and loads, 29 by objects falling or flying in mines and quarries, 26 by automobiles or trucks and 20 by trains or other railway vehicles.

In the classification "falls and slips," 239 fatalities were recorded. Of these, 222 were the result of falls to different levels. Within this group, 82 fatalities were caused by falls into rivers, lakes, sea or harbours, 37 by falls from scaffolds and stagings, 23 from buildings, roofs and towers and 17 from stairs or ladders. In the previous year, 247 persons were killed as a result of "falls and slips," 230 of which resulted from falls to different levels, including 102 from falls into rivers, lakes, sea or harbours, 25 by falls from scaffolds and stagings and 20 from buildings, roofs and towers.

Accidents that involved "collisions, derailments, wrecks, etc." were responsible for 176 deaths. These included 105 fatalities involving automobiles and trucks, 31 involving aircraft, and 26 concerning tractors and loadmobiles. During 1960, "colli-

sions, derailments, wrecks, etc." caused 248 deaths. Included in this total were 135 fatalities involving automobiles and trucks, 70 tractors or loadmobiles, and 25 aircraft (see Table H-2).

Fatalities by Province

The largest number of fatalities in any province in 1961 was 365 in Ontario, a decrease of 4 from the previous year. Of these, 84 occurred in manufacturing; 65 in construction; 56 in transportation, storage and communications; and 44 in mining and quarrying.

In British Columbia, 186 fatalities were recorded, a decrease of 28 from 1959. These included 59 in logging; 31 in transportation, storage and communications; 20 in construction and 17 in mining and quarrying.

Quebec followed with 181 fatalities, 53 fewer than in 1960. Of these, 51 occurred in construction; 30 in manufacturing; and 28 in transportation, storage and communications (see Table H-3).

Fatalities by Industry

During the year, the largest number of fatalities* occurred in the construction industry, in which there were 223, an in-

*See Table H-4 for an analysis of fatalities by industries and months.

(Continued on page 530)

50 Years Ago This Month

Railways have difficulty in obtaining adequate supply of labour for extension of lines as great age of railway building continues in early 1912. Canadian Northern contracts for construction of 310 miles of grade in Prairie Provinces

The great age of railway building in Canada was still flourishing in the spring of 1912. The LABOUR GAZETTE for May 1912 reported that "in spite of the relaxation of the immigration restrictions and the large influx of immigrants, railways and contractors are already finding it difficult to obtain an adequate supply of labour to carry on their numerous extensions. Much money will be spent on railway development in Western Canada during the year and employment will be provided for many thousands of men."

The Canadian Northern Railway was planning the construction of new freight yards east of Winnipeg, and had also let contracts for the construction of 310 miles of new grade in Alberta and Saskatchewan.

The Canadian Pacific had announced that, largely on account of the increased grain traffic in the West and the development of that part of the country, it had ordered more than 200 engines and 12,000 box cars.

The GAZETTE gave the gross earnings of the CPR for the month of March as \$10,519,318, and the net profit for the month as \$3,718,401. (Gross earnings of the CPR, for railway operations only, for March 1961 were reported as \$38,006,782 and net profit was given as \$4,211,440. The figures for 1912 may not be strictly comparable with those for 1961, but the relation between earnings and net profit for the two years may be noted.)

Wages

Although wages in agriculture were reported by the GAZETTE to be the same as in 1911, wages in general continued to advance in Canada during the first quarter of 1912.

On January 1, 1912 the wages of cement finishers in Nelson, B.C., were increased by \$3 per 48-hour week to \$27. Painters, decorators and paper hangers in Hamilton on March 1 got an increase of 2½ cents an hour. This brought their rates to a range of 35 to 37½ cents. Bricklayers and stonemasons in Winnipeg also got an increase of 2½ cents an hour on January 1.

Machinists in St. Thomas, numbering 50, were given an increase of 1 cent an hour on March 1, which brought their weekly wage to \$18.63 from \$18.09. Relief men

employed by the London street railway were given an increase of 1 cent an hour on January 1, raising their wages from 18 to 19 cents, and fourth-year men got 2 cents to bring their wage to 22 cents an hour. Employees of the Ottawa Electric Railway also received increases, in most cases of 1 cent an hour.

A small group of woodworkers in Fredericton were affected by a change of a different kind, when their hours were reduced from ten to nine per day. Their wages, however, which had ranged from \$1.50 to \$2.50 a day, were correspondingly reduced.

Prices

Sirloin steak ranged from 14 cents in St. Hyacinthe to as high as 30 cents a pound in Lethbridge. Medium chuck, or shoulder roast, varied from 10 cents in St. Hyacinthe to 18 cents a pound in Regina and New Westminster. Fresh roasting pork ranged from 12 cents in Newcastle, N.B., to 25 cents in Prince Rupert.

New-laid eggs varied from 20 cents a dozen in Westville, N.S., and Chatham, Ont., and 22 cents in Woodstock and Stratford, Ont., to 40 cents in Nelson and Prince Rupert, B.C. Creamery butter was 30 cents a pound in Westville, and 45 cents in Port Arthur, in several places on the Prairies and in Victoria, and as high as 50 cents in Nelson.

Bread ranged from 2½ cents a pound in St. Hyacinthe to 6¼ and 8½ cents in Prince Rupert. Granulated sugar varied from 6¼ to 7½ cents a pound in most places, but was 14 cents at Port Arthur.

Anthracite coal ranged from \$7.25 a ton in a number of places in Eastern Canada to \$13.50 in Saskatoon. It was also high in price—\$12 a ton—in Quebec City.

House rent per month for a six-roomed dwelling in working men's quarters varied from as low as \$8 or \$9 in New Brunswick and Quebec to \$22 in Toronto, \$25 and \$30 in Brandon, \$45 in Saskatoon, and \$40 and \$50 in Prince Rupert. Without sanitary conveniences, rent was lower, at as little as \$5 a month in Three Rivers, to \$18 to \$20 in Toronto, \$15 to \$20 in Brandon, \$35 in Saskatoon, and \$30 to \$35 in Prince Rupert.

Employment and Unemployment, April

Employment rose seasonally by 113,000 between March and April, after the substantial advance in the previous month. The increase from the seasonal low in February was well above the average of the past several years.

Unemployment dropped by 75,000 during the month to an estimated 485,000, which was 137,000 lower than a year earlier.

The labour force estimate rose by 38,000 in the month, by 52,000 in the year.

Employment

The greater part of the March-to-April employment gain was in outdoor activities. Almost half of the increase was in agriculture.

The advance in non-agricultural employment was mainly in construction, but there was also some gain in manufacturing. Forestry employment declined slightly during the month.

Of the estimated 6,007,000 employed, 4,314,000 were men, and 1,693,000 were women. A month earlier there were 4,208,000 employed men and 1,686,000 employed women; a year earlier, 4,171,000 men, 1,647,000 women.

Employment in agriculture was estimated at 627,000 in April, 577,000 in the previous month and 652,000 in April 1961. Non-agricultural employment was estimated at 5,380,000 in April, 5,317,000 in March, and 5,166,000 in April 1961.

Total employment in April was higher by 189,000, or 3.2 per cent, than a year earlier. There were substantial increases in the manufacturing and service industries, amounting to 91,000 and 84,000 respectively.

The improvement in manufacturing was widespread, with particularly strong gains in shipbuilding, electrical apparatus, iron and steel products and textiles.

Small increases occurred in construction and trade. Employment levels in other major industrial divisions were virtually the same as a year ago.

Employment was significantly higher than a year ago in all regions. Increases ranged from 2 per cent in the Prairies to 5 per cent in the Pacific. Employment increases between March and April were well above the seasonal average in Ontario, and a little less than seasonal in the Quebec and Prairie regions.

Unemployment

Unemployment decreased by 75,000 to 485,000 between March and April, a normal

change for this time of year. As in the past few months, unemployment was about one-fifth lower than a year earlier.

Virtually all of the decline in unemployment during the month was among men. The number of unemployed women, accounting for 12 per cent of the total, remained unchanged.

Of the 485,000 unemployed, about half had been jobless for less than four months, a third for four to six months, and approximately one sixth had been unemployed for seven months or more.

About 28,000 of the unemployed in April were on temporary layoff. Of the 457,000 without work and seeking work, 440,000 were seeking full-time work, 17,000 part-time work.

Unemployment in April was 7.5 per cent of the labour force, down from 9.7 per cent a year earlier. Unemployment rates were lower this year than last for both sexes and all age groups.

Regional unemployment rates in April varied from 15.7 per cent in the Atlantic region to 4.8 per cent in Ontario. Over the year unemployment rates were reduced by more than one quarter in the Quebec, Ontario and Pacific regions. Smaller decreases occurred in the Atlantic and Prairie regions.

Atlantic

The March-to-April employment advance in the Atlantic region was about seasonal. Fishing and construction showed the usual strong revival, which more than offset a seasonal decline in forestry employment. Demands for farm help remained light during the month as heavy rains delayed spring planting.

Total manufacturing employment was maintained at virtually the same level as in March. Shipbuilding remained very active but the iron and steel industry continued operating at a relatively low level.

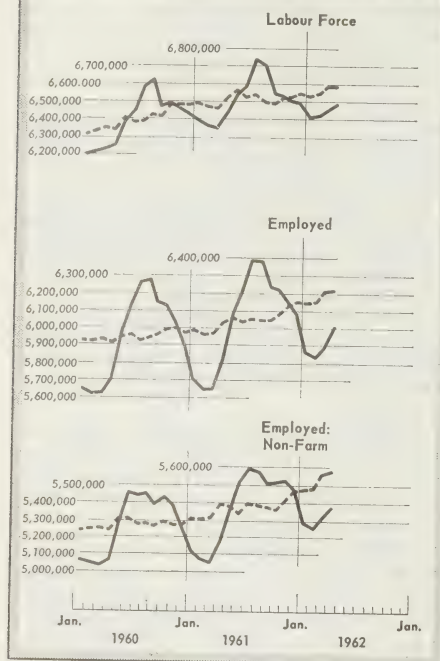
Employment in April was 495,000, which was 21,000, or 4.4 per cent, higher than a year earlier. Increases were fairly widespread among the major non-agricultural industries, the largest gain being in construction. Agricultural employment was somewhat lower than a year ago.

Unemployment in April, at 92,000, was 15.7 per cent of the labour force compared with 17.3 per cent a year earlier.

In the week ended April 21, the Atlantic labour force was estimated at 587,000, up from 576,000 in March and 573,000 in April 1961.

LABOUR FORCE TRENDS - CANADA
JAN. 1960 TO DATE

— Original data - - - Seasonally adjusted



Quebec

Employment in Quebec increased less than seasonally between March and April after a substantial increase in the previous month. The increase in non-agricultural employment was mainly in manufacturing and construction. Employment in rubber goods and textiles generally remained at high levels.

In the aircraft industry, some 300 workers were laid off during the month, but recent contracts have improved the long-term prospects of the industry. Employment increased during the month in shipbuilding and railway rolling stock, resulting in shortages of machinists.

Greatly increased construction activity and increased demands for construction workers were reported throughout the region. Employment in forestry was at a seasonally low level.

Employment was estimated at 1,643,000, which was 73,000, or 4.6 per cent, higher than a year earlier. The increase stemmed mainly from strengthening in manufacturing, construction and service.

The improvement in manufacturing was widespread, extending to both consumer goods and producer goods industries. Construction employment was substantially

higher than last year, mainly reflecting increased activity in residential construction.

Unemployment in April, at 171,000, was 9.4 per cent of the labour force, compared with 12.9 per cent a year earlier.

In the week ended April 21, the Quebec labour force was estimated at 1,814,000. This was a slight drop from the March estimate, 1,819,000, but up from the April 1961 estimate, 1,803,000.

Ontario

Employment in Ontario rose by an estimated 49,000 between March and April, a large increase for this time of year. All of the gain was among men, reflecting mainly increased activity in agriculture and construction but also some advances in the manufacturing and the service-producing sectors.

A considerable volume of hiring took place in iron and steel, wood products, chemicals and the printing trades; in most other parts of manufacturing, employment was maintained at the high levels of the previous month.

Agricultural employment rose seasonally as seeding and planting got under way in the southern part of the province.

Activity in construction increased sharply during the month; much of the improvement took place in industrial and institutional building.

Employment in April was estimated at 2,255,000, which was 48,000, or 2.2 per cent, higher than a year earlier. Non-agricultural employment rose 61,000 over the year; agricultural employment declined by 13,000.

Manufacturing and the service industries figured most prominently in the advance, but there was also a sizable increase in construction employment. The improvement in manufacturing was fairly well distributed, with the largest gains taking place in electrical goods, primary iron and steel, non-metallic minerals and wood products.

Activity in mining and transportation declined over the year.

Unemployment in April, an estimated 113,000, was 4.8 per cent of the labour force, compared with 6.8 per cent a year earlier.

In the week ended April 21, the Ontario labour force was estimated at 2,368,000, up from 2,355,000 in March and 2,367,000 in April 1961.

Prairie

Employment in the Prairie region increased by an estimated 17,000 between March and April, somewhat less than is usual at this time of the year. A large

seasonal increase in farm employment more than offset a slight decline in non-farm employment.

Manufacturing employment rose moderately, mainly as a result of some improvement in iron and steel products. Although the usual seasonal rise in construction activity failed to take place, the industry maintained a high level of activity. Small employment declines took place in forestry, oil and coal mining, and the service-producing industries.

Employment in April, at an estimated 1,067,000, was 21,000, or 2.0 per cent, higher than a year earlier. Manufacturing accounted for much of the rise. Sizable additions took place in the manufacture of wood products, iron and steel, and clothing; smaller gains in the service and finance industries.

Employment in mining and construction continued at last year's high levels. Farm employment in April was unchanged from the year before.

Unemployment, at an estimated 67,000, was 5.9 per cent of the labour force, compared with 6.4 per cent a year earlier.

In the week ended April 21, the Prairie labour force was estimated at 1,134,000, up from 1,121,000 in March and 1,118,000 in April 1961.

Pacific

Employment in the Pacific region increased seasonally between March and April as a result of renewed activity in

construction and service. Manufacturing employment continued at the high level of previous months.

Sawmills were reported to be operating at near capacity, with labour shortages in a number of skilled occupations. Employment in shipbuilding showed some further improvement during the month.

Logging operations in coastal areas were intensified; in most interior points, however, road restrictions and difficult hauling conditions hampered forestry operations.

Over the year, employment increased by 26,000, or 5 per cent, to an estimated 547,000. Much of the increase took place in the service-producing industries but there was also some improvement in manufacturing and in mining.

Wood and paper products and shipbuilding were among the industry groups that showed the largest gains over the year. A new agreement calling for the delivery of large quantities of iron and copper concentrates to Japan has led to greater activity and increased manpower requirements in the mining industry.

Employment in forestry remained virtually unchanged over the year.

Unemployment, at an estimated 42,000, was 7.1 per cent of the labour force, compared with 10.0 per cent a year before.

In the week ended April 21, the Pacific labour force was estimated at 589,000, up from 583,000 in March and 579,000 in April 1961.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	April 1962	April 1961	April 1962	April 1961	April 1962	April 1961
Metropolitan.....	6	9	6	3	.....	.....
Major Industrial.....	14	18	11	8	1	.....
Major Agricultural.....	5	6	9	8	.....	.....
Minor.....	29	34	20	22	9	2
Total.....	54	67	46	41	10	2

CLASSIFICATION OF LABOUR MARKET AREAS—APRIL 1962

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Edmonton Quebec-Levis St. John's Vancouver-New Westminster Windsor Winnipeg	→ CALGARY Halifax Hamilton Montreal Ottawa-Hull Toronto		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Corner Brook Cornwall Fort William-Port Arthur Joliette Lac St. Jean Moncton New Glasgow Rouyn-Val d'Or SAINT JOHN ← Shawinigan Sherbrooke Sydney Timmins-Kirkland Lake Trois Rivières	→ BRANTFORD → FARNHAM-GRANBY Guelph Kingston London → NIAGARA PENINSULA Oshawa → PETERBOROUGH Sarnia Sudbury Victoria	→ KITCHENER	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in non- agricultural activity)	Charlottetown Prince Albert Rivière du Loup Thetford-Lac Megantic- Ville St. Georges Yorkton	Barrie Brandon Chatham → LETHBRIDGE Moose Jaw North Battleford Red Deer Regina Saskatoon		
MINOR AREAS (labour force 10,000-25,000)	Bathurst Bracebridge Bridgewater Campbellton Cranbrook Dauphin DAWSON CREEK ← Drummondville Edmundston Fredericton Gaspé Grand Falls Kentville Montmagny Newcastle Okanagan Valley Pembroke Portage la Prairie Prince George- Quesnel Prince Rupert Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Stephen Summerside Truro Valleyfield Woodstock, N.B. Yarmouth	Beauharnois Belleville-Trenton Central Vancouver Island → CHILLIWACK Drumheller Goderich Kamloops Lachute-St. Therese → LINDSAY Medicine Hat → NORTH BAY → OWEN SOUND St. Hyacinthe St. Jean Sault Ste. Marie Simcoe → SOREL → TRAIL-NELSON → VICTORIAVILLE Weyburn	→ BRAMPTON → GALT → Kitimat → LISTOWEL → ST. THOMAS → STRATFORD → SWIFT → CURRENT → WALKERTON → WOODSTOCK- TILLSONBURG	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 275, February issue.

Latest Labour Statistics

(Latest available statistics at May 15, 1962)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....(000)	April	6,492	+ 0.6	+ 0.8
Employed.....(000)	April	6,007	+ 1.9	+ 3.2
Agriculture.....(000)	April	627	+ 8.7	- 3.8
Non-agriculture.....(000)	April	5,380	+ 1.2	+ 4.1
Paid workers.....(000)	April	4,882	+ 1.5	+ 4.4
At work 35 hours or more.....(000)	April	3,187	- 36.6	- 36.2
At work less than 35 hours.....(000)	April	2,650	+294.9	+289.7
Employed but not at work.....(000)	April	176	- 12.4	+ 21.4
Unemployed.....(000)	April	485	- 13.4	- 22.0
Atlantic.....(000)	April	92	- 5.2	- 7.1
Quebec.....(000)	April	171	- 13.2	- 26.6
Ontario.....(000)	April	113	- 24.2	- 29.4
Prairie.....(000)	April	67	- 5.6	- 7.0
Pacific.....(000)	April	42	- 8.7	- 27.6
Without work and seeking work.....(000)	April	457	- 13.5	- 22.6
On temporary layoff up to 30 days.....(000)	April	28	- 12.5	- 12.5
Industrial employment (1949=100).....	February	114.7	- 0.4	+ 3.3
Manufacturing employment (1949=100).....	February	108.9	+ 0.4	+ 4.1
Immigration.....	1st Qtr. 1962	11,762	—	- 0.7
Destined to the labour force.....	1st Qtr. 1962	5,710	—	+ 6.3
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	April	40	- 13.1	+ 33.3
No. of workers involved.....	April	12,328	- 0.8	+ 96.8
Duration in man-days.....	April	142,770	- 7.2	+141.0
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)..	February	\$80.18	+ 1.1	+ 3.1
Average hourly earnings (mfg.).....	February	\$ 1.86	0.0	+ 2.2
Average hours worked per week (mfg.).....	February	40.7	+ 0.2	+ 0.7
Average weekly wages (mfg.).....	February	\$75.97	+ 0.7	+ 3.5
Consumer price index (1949=100).....	April	130.3	+ 0.5	+ 0.9
Index numbers of weekly wages in 1949 dollars (1949=100).....	February	140.3	+ 0.7	+ 3.0
Total labour income.....\$000,000	February	1,576	+ 0.6	+ 6.9
<i>Industrial Production</i>				
Total (average 1949=100).....	March	182.5	+ 0.1	+ 10.9
Manufacturing.....	March	160.0	+ 0.8	+ 9.4
Durables.....	March	159.1	+ 0.8	+ 11.6
Non-durables.....	March	160.8	+ 0.8	+ 7.6

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 275, February issue.

Collective Bargaining in April

Early in April, the **Hotel and Club Employees' Union** and the CPR-operated **Royal York Hotel** in Toronto signed a three-year agreement that increases wages by 3½ cents an hour in two instalments—2½ cents immediately and 1 cent 18 months later.

The new contract provides, in addition, for seven calendar days notice of layoff for employees hired before April 1, 1954 and four hours notice for employees hired after that date and for those working in the laundry, coffee shop and garage. A voluntary check-off supersedes the previous compulsory payment of union dues and the straight seniority principle is modified by the proviso that employees must be qualified to perform the work.

The new agreement, replacing the previous contract that expired in August 1960, ended a 50-week strike that began April 24, 1961 when the union rejected the company's offer to increase wages by 2½ cents an hour in an 18-month contract and a proposal to reduce notice of layoff. Other issues that prolonged the dispute were the hotel's proposals to qualify the seniority provisions by management's judgment as to competence and ability and to institute a voluntary check-off. To maintain operations during the strike, the Royal York Hotel brought in key personnel from other CPR hotels across Canada and hired additional staff locally.

When the hotel gave the strikers the alternative of returning to work by July 16 or of being discharged, the union sought permission from the Ontario Labour Relations Board to prosecute the company under the Ontario Labour Relations Act. The Hotel and Club Employees' Union contended that the company had threatened to dismiss and had refused to employ or continue to employ workers exercising their rights under the Act. The Board decided that the issues involved were questions of law that could be settled only by the courts and therefore granted the union leave to prosecute.

In the court action that ensued, the Royal York Hotel's decision to dismiss striking employees was upheld in October on the grounds that no section of the Ontario Labour Relations Act specifically grants the right to strike but merely restricts that right; that the right to strike is a common law right; that at the time of the strike no collective agreement was in effect, and thus employees were under individual con-

tracts which, by common law, must be terminated before employees cease to work; therefore, no strike could have been properly called nor could employees have ceased to work without first terminating their individual contracts (L.G., Dec. 1961, p. 1277).

The union appealed this ruling to the Ontario Court of Appeal, which, in December, reversed the lower court decision on the grounds that the Ontario Labour Relations Act preserves the relationship of employer and employee by providing that no person shall be deemed to have ceased to be an employee by reason only of his ceasing to work for his employer as the result of a strike; that the right to strike is implicitly recognized in the Act inasmuch as the statute limits the right to strike; that there is no basis in law for the theory that employees must resign before going on strike—the Act defines a strike as a cessation of work by employees and contemplates a strike by employees, not a refusal of ex-employees to go back to work; that participation in a strike is a lawful right, the Act stipulating that no employer shall refuse to employ or continue to employ, or threaten an employee with dismissal for exercising his rights under the Act (L.G., March, p. 347).

In April, the Royal York Hotel referred the case to the Supreme Court of Canada, claiming that it had a legal right to dismiss certain employees during the strike.

While the strike was in progress, the Premier of Ontario arranged meetings between the parties; later, the Ontario Minister of Labour made recommendations, which the union members rejected. In the closing weeks of the strike, the Government of Ontario retained H. Carl Goldenberg, industrial relations mediator, who assisted in the settlement of the dispute. It was agreed that the striking employees would return to work in stages by August 30 and would maintain the seniority, pension and vacation rights they held before the strike.

On April 18, an eight-week strike at **Chrysler Corporation** came to an end when the company and the **United Auto Workers** concluded a three-year agreement covering about 3,000 workers at Windsor. The settlement terms include a total wage increase of 17 cents an hour over the three-year period and improved S.U.B., group life insurance, weekly sickness and accident benefits as well as a supplementary pension between the ages of 65 and 70. Negotiations had

been prolonged by questions involving the adjudication of production standards disputes. Under the new contract, an engineer will act as a special arbitrator to determine the facts involved in production standards disputes.

During April, the **Brotherhood of Locomotive Firemen and Enginemen** and the **CPR** arrived at a three-year agreement covering approximately 1,900 employees. The settlement gives firemen on passenger trains a total wage increase of 6½ per cent spread over the term of the agreement, and to those in freight and yard service a total wage increase of 4 per cent.

In the negotiations between the **Brotherhood of Railroad Trainmen** and the **CNR**, affecting about 10,000 employees, a majority report of a conciliation board was released recommending a wage increase of 6½ per cent over a three-year period; the minority report recommended a two-year agreement embodying a wage increase of 8 per cent. The union rejected the majority recommendations and proceeded to conduct a strike vote. The parties resumed negotiations, however, in an attempt to reach a settlement.

At the beginning of April, the Minister of Labour for Ontario held meetings with the **Public Service Employees** union and **Ontario Hydro** in an effort to obtain a settlement. During the talks, the union set April 5 as a strike deadline. A province-wide strike of 9,600 employees was averted, however, by special legislation prohibiting a strike against Ontario Hydro and calling for compulsory arbitration of the dispute. The Act is to be repealed when a new agreement comes into force. H. Carl Goldenberg was appointed as arbitrator and met with the parties in mid-April. Further talks were then set for the middle of May.

In Montreal, where the **Teamsters** had been negotiating with several highway trucking companies since last summer, a conciliation board recommended a wage increase of 16 cents an hour over a three-year period; the Teamsters, who were seeking 30 cents an hour, rejected the proposed terms of settlement and went on strike April 14.

Three companies obtained leave to prosecute the union on the grounds that it had violated the law by calling the strike less

than seven days after the conciliation board report was issued. Eight of the companies involved in the dispute obtained injunctions which restricted picketing.

Near the end of the month, conciliation officers were holding meetings with the parties in an effort to obtain a settlement. Some of the smaller firms signed agreements with the union, but violence occurred when other companies attempted to continue trucking operations. The companies then complied with the authorities' request for a temporary halt in operations.

During April, the **Packinghouse Workers** signed two master agreements covering eight plants of **Canada Packers** and six plants of **Swift Canadian**; the two agreements apply to approximately 9,000 workers in the meat packing industry and increase wages by 11½ cents an hour over a two-year period. Other provisions include four weeks vacation after 20 years of service and payment of the full cost of work clothing by the companies. These settlements were reached in less than two months of bargaining.

In the distilling industry, the **Distillery Workers** and **Hiram Walker** signed a three-year agreement which increases wages by 7 cents an hour the first year, by 8 to 12 cents an hour the second year and by 10 to 14 cents an hour the third year. The agreement also features a guarantee of 52 weeks of work each year for the bulk of the employees and 44 weeks of work for the remainder.

After 14 months of discussion, the **Canadian Brotherhood of Railway, Transport and General Workers** and the **CNR** agreed to a new arrangement designed to integrate three separate bargaining units of employees engaged in freight, express and cartage service and to consolidate three individual collective agreements that previously covered these groups. The new system, which will affect approximately 18,000 workers, will go into force June 1, 1962 and will reduce the number of seniority categories and apply seniority over a wider geographical area. The feasibility of the new system had been tested in Edmonton during the winter months (L.G., Dec., 1961, p. 1215).

Collective Bargaining Scene

Agreements covering 500 or more employees,
excluding those in the construction industry

Part I—Agreements Expiring During May, June and July (except those under negotiation in April)

Company and Location	Union
Abitibi Power and Paper & subsids., Que., Ont. & Man.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others

Company and Location	Union
American Motors, Brampton, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Anglo-Nfld. Development, Grand Falls, Nfld.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
B.C. Shipping Federation, various ports	Longshoremen and Warehousemen (CLC)
Cdn. Acme Screw & Gear, Monroe Acme & Galt Machine, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que.	Empl. Council (Ind.)
Cdn. Sugar Factories, Picture Butte, Raymond & Taber, Alta.	CLC-chartered local
Caspedia Mfg. & Trading, Gaspé Peninsula, Que.	Woodcutters, Farmers' Union (Ind.)
Cloak Mfrs. Assn., Toronto, Ont.	Ladies Garment Wkrs. (AFL-CIO/CLC)
Coal Operators' Assn., Alta & B.C.	Mine Wkrs. (Ind.)
Consolidated Paper, Grand'Mere, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que.	Pulp and Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp and Paper Wkrs. Federation (CNTU)
Consumers' Gas, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Courtaulds Canada, Cornwall, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
DeHavilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Dominion Glass, Redcliff, Alta.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Steel & Coal, Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dosco, Cdn. Bridge, Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Drumheller Coal Operators Assn., Southern Alta.	Mine Wkrs. (Ind.)
East. Can. Newsprint Grp., Que. & N.S.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Fraser Cos., Atholville, Edmundston & New- castle, N.B.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Gaspesia woods contractors, Chandler, Que.	Woodcutters, Farmers' Union (Ind.)
Great Lakes Paper, Fort William, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Hotels & taverns (various), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC) (beverage dis- pensers)
International Harvester, Chatham, Ont.	Auto Wkrs. (AFL-CIO/CLC)
John Murdock, St. Raymond, Que.	Woodcutters, Farmers' Union (Ind.)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and I.B.E.W. (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River & others, B.C. coast	Paper Makers (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Men's Clothing Mfrs. Assn., Toronto, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/ CLC)
New Brunswick Telephone	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Ontario Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Provincial Paper, Thorold, Ont.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Pulp & paper mills (various), B.C.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Que. Iron & Titanium, Sorel, Que.	Metal Trades Federation (CNTU)
Que. North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Sask. Wheat Pool (Elevator Div.), Ont., Man., Sask. & B.C.	Sask. Wheat Pool Empl. (CLC) (office and salaried empl.)
Sask. Wheat Pool (Country Elevator Div.), Sask.	Sask. Wheat Pool Empl. (CLC) (operating empl.)
St. Raymond Paper, Desbiens & St. Raymond, Que.	Woodcutters, Farmers' Union (Ind.)
T.C.A. Canada-wide	Machinists (AFL-CIO/CLC)
University of Sask., Saskatoon, Sask.	CLC-chartered local
Wabasso Cotton, Welland, Ont.	Textile Council (Ind.)

PART II—Negotiations in Progress During April

Bargaining

Company and Location	Union
Alta. Gov't. Telephones	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Asbestos Corp. & others, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Assn. des Marchands Détaillants (Produits Alimentaires), Quebec, Que.	Commerce Empl. Federation (CNTU)

Company and Location	Union
Associated Clothing Mfrs., Montreal, Que.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Telephone & subsidiaries	B.C. Telephone Wkrs. (Ind.)
Bldg., mtce. & window cleaning contractors, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Breweries (various), Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
Burns & Co. (Eastern), Kitchener, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co. (6 plants), Western Canada	Packinghouse Wkrs. (AFL-CIO/CLC)
C.P.R., system-wide	Trainmen (AFL-CIO/CLC) (dining car staff)
Can. Iron Foundries, Three Rivers, Que.	Moulders (AFL-CIO/CLC)
Can. Steamship Lines, Ont. & Que.	Seafarers (AFL-CIO)
Can. Wire & Cable, Leaside, Ont.	U.E. (Ind.)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CNTU)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assn. (Ind.)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Consolidated Paper, Port Alfred, Que.	Pulp and Paper Wkrs. Federation (CNTU)
Dairies (various), Vancouver & New West- minster, B.C.	Teamsters (Ind.)
Dominion Glass, Montreal, Que.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Donohue Bros., Clermont, Que.	Carpenters (Lumber and Sawmill Wkrs.) (AFL-CIO/CLC)
Dosco (Wabana Mines), Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Dunlop Canada, Whitby, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
DuPont of Can., Kingston, Ont.	Mine Wkrs. (Ind.)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
E. B. Eddy, Hull, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Edmonton City, Alta.	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Food Stores (various), Vancouver, Victoria & New Westminster, B.C.	Retail Clerks (AFL-CIO/CLC)
Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que.	Clothing Wkrs. Federation (CNTU)
B. F. Goodrich, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hotel Chateau Frontenac, (C.P.R.), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
Hotel Chateau Laurier, (C.N.R.), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress, (C.P.R.), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
Howard Smith Paper, Cornwall, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
International Harvester, Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Kelly, Douglas, company-wide, B.C.	Empl. Assn. (Ind.)
Kimberley-Clark Paper, Terrace Bay, Ont.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and I.B.E.W. (AFL-CIO/CLC)
Ladies Cloak & Suit Mfrs. Council, Montreal, Que.	Ladies Garment Wkrs. (AFL-CIO/CLC)
Lake Asbestos of Que., Black Lake, Que.	Mining Empl. Federation (CNTU)
Manitoba Hydro	I.B.E.W. (AFL-CIO/CLC)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (linemen)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (telephone oper- ators)
McCormick's Ltd., London, Ont.	Millers (AFL-CIO/CLC)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
National Harbours Board, Montreal, Que.	Railway Clerks (AFL-CIO/CLC)
Ont.-Minnesota Paper, Fort Frances and Ken- ora, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ottawa City, Ont.	Public Empl. (CLC)
Pacific Press, Vancouver, B.C.	Newspaper Guild (AFL-CIO/CLC)
Power Super Markets, Hamilton, Oshawa and Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Price Bros., Dolbeau, Kenogami and Shipshaw, Que.	Woodcutters, Farmers' Union (Ind.)
Price Bros., Kenogami and Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Quebec City, Que.	Municipal School Empl. Federation (Ind.) (in- side empl.)
Ready-mix Concrete (4 cos.), Toronto, Ont.	Teamsters (Ind.)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
Sask. Government	Sask. Civil Service (Ind.) (labour services)
Sask. Power Corp.	Oil Wkrs. (AFL-CIO/CLC)
Scott Clothing, Longueuil, Que.	Empl. Assn. (Ind.)
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local

Company and Location

Spruce Falls and Kimberley-Clark, Kapuskasing,
Ont.
White Spot Restaurants, Vancouver and Victoria,
B.C.

Union

Paper Makers (AFL-CIO/CLC); Pulp and
Paper Mill Wkrs. (AFL-CIO/CLC) and
others

Empl. Union (Ind.)

Conciliation Officer

Acme, Borden's and other dairies, Toronto, Ont.
Algoma Ore Properties, Wawa, Ont.
Aluminum Co., Kingston, Ont.
Auto dealers, garages (various), Vancouver, B.C.
Bakeries (various), Greater Vancouver, B.C.
Brewers' Warehousing, province-wide, Ont.
Cdn. Celanese, Sorel, Que.
Collingwood Shipyards, Collingwood, Ont.
Dominion Glass, Hamilton, Ont.
Electric Auto-Lite, Sarnia, Ont.
Electro Metallurgical, Welland, Ont.
Fisheries Assn. and Cold Storage Cos., B.C.
Forest Industrial Relations, B.C. coast
Fry-Cadbury, Montreal, Que.
Garment Mfrs. Assn., Winnipeg, Man.
John Inglis, Toronto, Ont.
Philips Electronics, Leaside, Ont.
Phillips Electrical, Brockville, Ont.
Safeway, Shop-Easy and others, Victoria, Van-
couver and New Westminster, B.C.
Toronto City, Ont.
Toronto Metro, Municipality, Ont.
Toronto Metro, Municipality, Ont.
Victoria Hospital, London, Ont.

Teamsters (Ind.)
Steelworkers (AFL-CIO/CLC)
Steelworkers (AFL-CIO/CLC)
Machinists (AFL-CIO/CLC)
Bakery Wkrs. (CLC)
Brewery Wkrs. (AFL-CIO/CLC)
Textile Wkrs. Union (AFL-CIO/CLC)
CLC-chartered local
Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Auto Wkrs. (AFL-CIO/CLC)
U.E. (Ind.)
United Fishermen (Ind.) & Native Brother-
hood (Ind.) (shore wkrs.)
Woodworkers (AFL-CIO/CLC)
Bakery Wkrs. (CLC)
Amalgamated Clothing Wkrs. (AFL-CIO/
CLC)
Steelworkers (AFL-CIO/CLC)
I.B.E.W. (AFL-CIO/CLC)
I.U.E. (AFL-CIO/CLC)
Butcher Workmen (AFL-CIO/CLC)
Public Empl. (CLC) (inside empl.)
Public Empl. (CLC) (inside empl.)
Public Empl. (CLC) (outside empl.)
Building Service Empl. (AFL-CIO/CLC)

Conciliation Board

Building material suppliers, Vancouver and
Fraser Valley, B.C.
C.N.R., C.P.R., and other railways, system-wide
C.P.R., system-wide
Dom. Engineering Works, Lachine, Que.
Fisheries Assn., B.C.
Motor Trans. Ind. Relations Bureau, Ont.
Motor Trans. Ind. Relations Bureau, Ont.
Rio Algom Mines (Milliken Mine), Elliot Lake,
Ont.
Rio Algom Mines (Nordic Mine), Algoma Mills,
Ont.
Steep Rock Mines, Steep Rock Lake, Ont.
Vancouver City, B.C.
Vancouver City, B.C.

Teamsters (Ind.)
15 unions (non-operating empl.)
Trainmen (AFL-CIO/CLC)
Machinists (AFL-CIO/CLC)
United Fishermen (Ind.) (tendermen)
Teamsters (Ind.) (drivers)
Teamsters (Ind.) (mechanics)
Steelworkers (AFL-CIO/CLC)
Steelworkers (AFL-CIO/CLC)
Steelworkers (AFL-CIO/CLC)
Civic Empl. (Ind.) (outside empl.)
Public Empl. (CLC) (inside empl.)

Post-Conciliation Bargaining

C.N.R., system-wide
Imperial Tobacco & subsidiaries, Ont. & Que.
Noranda Mines, Noranda, Que.
Normetal Mining, Normetal, Que.
Queumont Mining, Noranda, Que.

Trainmen (AFL-CIO/CLC)
Tobacco Wkrs. (AFL-CIO/CLC)
Steelworkers (AFL-CIO/CLC)
Steelworkers (AFL-CIO/CLC)
Steelworkers (AFL-CIO/CLC)

Arbitration

Assn. Patronale des Services Hospitaliers, (5
hospitals), Drummondville & other points,
Que.
Hospitals (11), Montreal & district, Que.
Hotel Dieu St. Vallier, Chicoutimi, Que.
Ontario Hydro, company-wide
Ottawa Civic Hospital, Ottawa, Ont.
Quebec City, Que.

Service Empl. Federation (CNTU)
Service Empl. Federation (CNTU)
Service Empl. Federation (CNTU)
Public Service Empl. (CLC)
Public Empl. (CLC)
Municipal and School Empl. Federation (Ind.)
(outside empl.)

Work Stoppage

Cdn. Celanese, Drummondville, Que.
Kingsway Transport, Smith Transport & others,
Ont. & Que.

Textile Wkrs. Union (AFL-CIO/CLC)
Teamsters (Ind.)

PART III—Settlements Reached During April 1962

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

AVRO & ORENDA ENGINES, MALTON, ONT.—MACHINISTS (AFL-CIO/CLC) (SALARIED EMPL.): 2-yr. agreement covering 800 empl.—salary increase of 3% retroactive to Dec. 15, 1961 plus an additional increase of 3% eff. Dec. 8, 1962; stenographer's salary at the end of the agreement will be \$65.70 a wk.

CALGARY GENERAL HOSPITAL, CALGARY, ALTA.—PUBLIC EMPL. (CLC): 1-yr. agreement covering 600 empl.—general salary increase of 2% retroactive to Jan. 1, 1962.

CAN. PACKERS (8 PLANTS), CANADA-WIDE—PACKINGHOUSE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 6,000 empl.—wage increases of 6¢ an hr. eff. April 1, 1962 and of 5½¢ an hr. additional eff. Apr. 1, 1963; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); 2 days bereavement leave with pay (formerly 1 day); company to pay full cost of specified work clothing (formerly 50%) eff. July 1, 1962; sick benefits increased by \$4 a wk. for male empl. and \$2 a wk. for female empl. in fifth wk. of illness (in first 4 wks. males will receive \$40 and females \$32; in subsequent weeks, males will receive \$44 and females \$34); labourer's rate in Toronto after April 1, 1963 will be \$2.04 an hr.

CDN. STEEL FOUNDRIES, MONTREAL, QUE.—STEEL & FOUNDRY WKRS. (IND.): 2-yr. agreement covering 800 empl.—wage increases of 4¢ an hr. retroactive to Oct. 4, 1961 and of 3¢ an hr. additional eff. Oct. 4, 1962; night shift premium increased to 12¢ (formerly 10¢); 8 paid holidays guaranteed (formerly no pay for statutory holidays falling on week-ends); labourer's rate after Oct. 4, 1962 will be \$1.70 an hr.

CHRYSLER CORPORATION, WINDSOR, ONT.—AUTO WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 3,000 empl.—wage increase of 5¢ an hr. retroactive to Nov. 12, 1961 plus additional wage increase of 6¢ an hr. eff. Nov. 18, 1962 and Nov. 17, 1963; supplementary benefit for pensioners between ages 65 and 70; weekly S.U.B. will be 62% of gross pay plus \$1.50 for each dependant up to 4 dependants; S.U.B. for scheduled short work weeks will be 65% of gross pay for each hr. of layoff in a 40-hr. wk. and 50% of gross pay for unscheduled short work weeks; group life insurance and weekly sickness and accident benefits increased.

C.P.R., SYSTEM-WIDE—LOCOMOTIVE FIREMEN & ENGINEMEN (AFL-CIO/CLC): 3-yr. agreement covering 1,900 empl.—total wage increase of 6½% for empl. on passenger trains: 1% retroactive to July 1, 1961, 1% retroactive to Feb. 1, 1962, 1% eff. May 1, 1962, 2% eff. Feb. 1, 1963 and 1½% eff. Feb. 1, 1964; for empl. in freight and yard service, total wage increase of 4% consisting of 1% retroactive to July 1, 1961, 1% retroactive to Feb. 1, 1962, 1% eff. May 1, 1962 and 1% eff. Feb. 1, 1963; 4 wks. vacation after 25 yrs. of service (formerly after 35 yrs.).

CYANAMID OF CANADA, WELLAND, ONT.—CHEMICAL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—wage increases of 5¢ an hr. eff. April 1, 1962 and of 5¢ an hr. additional eff. Nov. 18, 1962; sweeper's rate after Nov. 18, 1962 will be \$2.03 an hr.

DOMINION STORES, TORONTO, HAMILTON & OTHER LOCATIONS, ONT.—RETAIL, WHOLESALE EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 1,350 empl.—salary increase of \$3 a wk. retroactive to Nov. 1, 1961 and a further increase of \$3 a wk. eff. Nov. 1, 1962; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.); 4 wks. vacation after 20 yrs. of service (formerly after 23 yrs.); fully-paid hospital, medical and surgical coverage for empl. and dependants (company previously paid full premiums for empl. and 50% of premiums for dependants); male clerk's salary after Nov. 1, 1962 will be \$73.50 a wk.

DUNLOP CANADA, TORONTO, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 550 empl.—across-the-board wage increases of 5¢ an hr. for production wkrs. and 7¢ an hr. for maintenance wkrs.; base rates for piece wkrs. increased by 3¢ an hr.; 4 wks. vacation after 22 yrs. of service (formerly after 25 yrs.); labourer sweeper's rate will be \$1.85½ an hr.

FUR MFRS. GUILD, MONTREAL, QUE.—BUTCHER WORKMEN (AFL-CIO/CLC): 3-yr. agreement covering 1,500 empl.—minimum weekly wages increased by \$5 eff. May 1, 1962, by an additional \$5 eff. May 1, 1963 and by \$2 eff. May 1, 1964; wages of empl. earning more than the minimum wages will be increased by \$5 a wk. eff. May 1, 1962 and by \$4 a wk. eff. May 1, 1963; wages of empl. engaged exclusively in mink processing will be increased by a further \$3 a wk.; hrs. of work reduced from 37½ hrs. a wk. to 36 hrs. eff. Nov. 1, 1964; employers will contribute 2% of payroll to the pension fund (previously 1½%); life insurance will be increased from \$1,000 to \$1,250 in 1963 and to \$1,500 in 1964.

GOODYEAR TIRE & RUBBER, NEW TORONTO, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,400 empl.—wage increases of 4½¢ an hr. for hourly rated empl., 8½¢ an hr. for skilled tradesmen and 4¢ an hr. for incentive wkrs.; 4 wks. vacation after 22 yrs. of service (previously after 25 yrs.); sweeper's new rate will be \$1.88 an hr.

HOTEL ROYAL YORK (C.P.R.), TORONTO, ONT.—HOTEL EMPL. (AFL-CIO/CLC): 3-yr. agreement covering 1,200 empl.—wage increases of 2½¢ an hr. eff. April 8, 1962 and of 1¢ an hr. additional eff. Oct. 8, 1963; 7 calendar days' notice of layoff for empl. hired before April 1, 1954 and 4 hrs. notice of layoff for empl. hired after that date and for those in the laundry, coffee shop and garage; voluntary check-off irrevocable during the life of the agreement superseding compulsory check-off; housemaid's rate after Oct. 8, 1963 will be \$1.152 an hr.

MANITOBA TELEPHONE—MAN. TELEPHONE ASSN. (IND.) (CLERICAL EMPL.): 1-yr. agreement covering 1,400 empl.—general salary increase of 2½%; straight-time overtime pay for clerical empl. (previously no overtime provision); increase in northern isolation allowances; clerks will receive from \$171 to \$218 a mo.

MIRAMICHI LUMBER, CHATHAM INDUSTRIES & OTHERS, MIRAMICHI PORTS, N.B.—MIRAMICHI TRADES & LABOUR (IND.): 1-yr. agreement covering 500 empl.—wage increase of 5¢ an hr.

(Continued on page 582)

Services Available to Disabled Persons

Program for vocational rehabilitation of the disabled given firm foundation by new Vocational Rehabilitation of Disabled Persons Act, administered by the Department of Labour. Many services available under federal-provincial program

Canada's federal-provincial program for the vocational rehabilitation of disabled persons, which has been developing over the past seven years, is now firmly established under the new Vocational Rehabilitation of Disabled Persons Act, administered by the Canadian Department of Labour.

Rehabilitation in Canada has drawn on the experience of workmen's compensation boards, the rehabilitation of disabled veterans and the work of voluntary organizations. The provinces are continually improving their services for disabled persons. Under the new Act, the federal Government will continue to share in the costs of these programs and to provide consultant services to the provinces.

Varied Services

Services of assessment and counselling, restoration, vocational training and employment placement are made available to individual disabled persons to help them become vocationally useful. Many of the services, including assessment, are made available to the individual without charge. Where costs are involved, the individual's ability to contribute is taken into account. Generally excepted from this program are those disabled persons eligible to receive similar services under workmen's compensation or from the Department of Veterans Affairs.

An individual who has a disability that prevents him from earning his living or a disabled person who is handicapped in the performance of household duties may be able to benefit from these vocational rehabilitation services. Such individuals may apply directly to the provincial rehabilitation authorities for assessment and consideration.

Assessment is the first step in vocational rehabilitation. This service is offered to disabled persons to establish the nature of the disability and its effects on the life of the individual and to decide whether the condition can be improved or the resulting disability lessened by restorative measures. As well as medical assessment, a social assessment is made to determine the individual's personal resources and to see how

these may contribute to his progress and plans. A vocational assessment is provided to evaluate the person's potentialities in relation to available occupations.

All the vocational rehabilitation services provided for a disabled person under this program are designed to help him achieve greater independence. He may require remedial or restorative services such as medical or surgical treatment, physiotherapy, occupational therapy, speech therapy or an aid such as a brace or artificial limb. These restorative services are procured through the provincial rehabilitation authorities from physicians or surgeons and from other qualified personnel in hospitals and rehabilitation centres.

In many cases the disabled person will require vocational training in order to qualify him for a particular occupation. Vocational training for disabled persons is provided under the federal-provincial technical and vocational training program.

When the disabled person is ready for employment, the Special Placement Services of the National Employment Service are utilized to place him in a job suitable to his abilities, skills and interests.

Rehabilitation Counsellors

Throughout his period of rehabilitation the disabled person usually receives the support and guidance of a rehabilitation counsellor working in the provincial rehabilitation program, who helps him to take advantage of the services he requires in the most beneficial way.

Experience has shown that for best results, rehabilitation measures should be started early, that is, when it is known that an illness, injury or condition is going to result in a permanent disability. It is important that this be recognized by everyone concerned with the disabled.

The Vocational Rehabilitation Program is an attempt to seek out as many as possible of Canada's disabled who may benefit from vocational rehabilitation services. This effort, to be successful, requires the close co-operation of government and voluntary bodies, as well as of all sections of the community.

Social, Economic Problems of Older Workers

"Too old to hire" keeps potentially productive workers from contributing to national economy and from paying share of taxation, and they ultimately become a burden on the remainder of society. Situation detrimental to the economy

If potentially productive workers are unable—because they are "too old to hire"—to contribute to the national economy and to pay their share of taxation, they must ultimately become a burden on the remainder of society, says H. L. Douse, Chief, Division on Older Workers, Department of Labour, in an article, "The Social and Economic Problem of the Older Worker," written for *La Revue du Travail*, published by the Belgian Department of Labour.

"If at the same time the percentage of older people in the population increases, the load to be borne by the productive segment of society grows larger while the working segment grows proportionately smaller." The effects of this increasing burden, the article says, when coupled with the loss of production of the idle workers, cannot fail to be detrimental to a nation's economy.

The worker in his forties or fifties who is gainfully employed is a respected citizen in his community; but if unemployed, he becomes a person no one wants to hire.

Age discrimination in employment—the root of the social and economic problem of the older worker—results first from the current prejudice in favour of youth. The victims of the emphasis on youth are the middle-aged and older persons who become unemployed.

In only a few occupations, such as professional sport or hazardous vocations requiring top physical condition, are people in their prime essential. For thousands of industrial occupations, top physical condition is not necessary.

Partly as a result of the myth that persons over 40 years are past their prime, "about one third of the unemployed in Canada at any given time are aged 40 or over." And many younger persons who are barred from applying for jobs because maximum hiring ages are set as low as 35 or even 30 are added to the unemployment figure.

The "Help Wanted" advertisement in metropolitan newspapers provide conclusive evidence that too many people subscribe to the myth. A study of 950 such advertisements in 1959 found that 490—more than 51 per cent—contained definite age restrictions. Only 18 expressed willingness

to accept applicants up to 50 years of age, and only 13 described the position advertised as a training job for young men and women. The remaining 460 advertisements did not mention age restrictions but it was impossible to tell how many of the employers might have considered age when interviewing applicants.

Age discrimination can arise from causes other than prejudice: misguided attitudes and false beliefs about the capabilities of mature workers.

It is true that physical capacity declines as age advances. But technological advances and the wider use of machines are making declining physical capacity less significant.

It is also true that educational standards are generally lower among the older unemployed. In earlier times there was not the emphasis on education that exists today, and there were many more unskilled and semi-skilled jobs that did not require much formal education. The present program for training unemployed workers does not impose age limits (L.G., March, p. 298). Younger people today are obtaining more education, so that future generations of older workers are not likely to lack educational qualifications.

"Unfortunately some older job applicants jeopardize their chances by their own attitudes." They may present a rather inflexible state of mind that resists change, may think they do not need further training, and may over-value their skills and experience.

The policy of promotions from within followed by some companies in order to provide career opportunities for their employees has the result that all new openings are at the starting level. Older job applicants are usually not interested in beginning again at the bottom.

In the latter part of his article Mr. Douse deals with Canadian efforts to minimize the older worker problem: the educational program conducted by the Department and the National Employment Service, the special counselling service begun by NES in 1947, and the Interdepartmental Committee on Older Workers. He refers to three publications of the Department: "Pension Plans and the Employment of Older Workers," "The Aging Worker in the Canadian Economy," and "Age and Performance in Retail Trade."

Canadian Legislation on Women's Work Compared with Standards of the ILO

Publication in a recent report* of standards of the International Labour Organization concerning the employment of women permits comparison with Canadian labour standards legislation affecting women's work.

The majority of ILO standards apply to workers of both sexes, but the ILO has endorsed certain specialized standards for women's work. The aim of these is two-fold: to safeguard the health of women workers and their children, and to promote and protect women's rights in employment.

Non-discrimination—Women's rights in employment are stressed in several ILO Conventions (a Convention requires a ratifying country to put into effect certain standards). Most explicit among these is the 1958 Convention on Discrimination in Employment, which forbids discrimination in employment and occupation on grounds of sex.

In Canada, under fair employment practices legislation passed by Parliament and six provincial legislatures, discrimination on the grounds of sex is not specifically outlawed.

Vocational Training—Several ILO Recommendations dealing with vocational training—a Recommendation is not legally binding but is a guide for governments wishing to promote certain standards—provide that workers of both sexes should have equal rights of admission to all technical and vocational schools, and that appropriate technical and vocational training facilities should be provided for occupations in which women and girls are mainly employed.

In Canada there are no legal barriers to the access of women to technical and vocational training.

Equal remuneration—Best known among ILO standards to ensure the promotion and protection of women's rights in employment is the Convention on Equal Remuneration for Men and Women for Work of Equal Value. Adopted in 1951, this Convention has been ratified by 39 countries. In Canada, Parliament and eight provincial legislatures have passed equal pay legislation.

Maternity protection—The Maternity Protection Convention of 1952, a revision of one adopted in 1919, has been ratified by seven countries. Applying to women in industrial, non-industrial and agricultural occupations, including women wage earners working at home, it specifies that a woman worker is entitled to at least 12 weeks leave at the time of her confinement and may not be dismissed during this time; she is entitled also to cash and medical benefits provided by social insurance or public funds during this leave.

This type of legislation is not in effect anywhere in Canada.

Night work—A Convention that forbids night work for women in industry, except in family enterprises, has been ratified by 30 countries. Women in managerial and technical jobs and women engaged in health and welfare services are not within the scope of this Convention. In a national emergency, night work may be permitted.

Some Canadian provinces prohibit night work in factories. In a number of provinces, employers are required by law to furnish transportation for women (mainly in restaurants) who work late.

Unhealthy employment—The employment of women on underground work in a mine is prohibited by a 1935 Convention which has been ratified by 62 countries. In all provinces of Canada, women are prohibited from working underground in a mine.

A Recommendation of 1919 provides that women should not be employed in a number of industrial processes involving proximity to lead and zinc. Several Canadian provinces have enacted laws to regulate employment of workers exposed to substances containing these metals.

In 1960 the International Labour Conference adopted the Radiation Protection Recommendation providing that women of child-bearing age should not be exposed to high radiation risks in their work. A number of Canadian provinces have legislation providing for radiation hazard control but no regulations have yet been issued.

Welfare and health measures—A 1956 Recommendation provides that, where women and young persons have reasonable opportunities for sitting at their work, seats should be provided for them. The provision

(Continued on page 592)

* *International Labour Organization Activities of Special Interest from the Standpoint of the Employment of Women*. Report by the International Labour Office to the United Nations Commission on the Status of Women.

INTERNATIONAL LABOUR ORGANIZATION

Ratifications of ILO Conventions Top 2,500

Peru ratifies 31, Italy 2 and Greece 4, bringing total to 2,535. Two hundred and ten ratifications registered in 1961. Thirty years required to reach 1,000, 11 years for next 1,000 and less than two years for further 500 ratifications

The Government of Peru in the first week of April ratified 31 international labour Conventions. The total of international labour Conventions ratified by Peru now stands at 57.

On April 10, Italy ratified two Conventions: Seafarers' Pensions Convention, 1946 (No. 71), and the Fishermen's Articles of Agreement Convention, 1959 (No. 114). The Seafarers' Pensions Convention will now come into force because of the Italian ratification.

The text of this Convention, adopted in Seattle in 1946, requires, as do certain other maritime Conventions, a certain number of ratifications by countries listed in the Convention. Three of these ratifying countries must have at least one million gross register tons of shipping each. Other countries that have ratified this Convention include Argentina, Bulgaria, France, Norway, The Netherlands and Peru.

The Fishermen's Articles of Agreement Convention, adopted in 1959, has received eight ratifications.

Italy has now ratified 61 Conventions. Ratifications now total 2,535.

The number of ratifications of International Labour Conventions topped the 2,500 mark on March 30, when the Greek Government in communicated four new ratifications, bringing the total to exactly 2,501.

Two hundred and ten ratifications of International Labour Conventions were registered by the ILO during 1961. The total number of ratifications at the end of the year stood at 2,452.

In addition, 261 declarations of application or acceptance of Conventions in respect of non-metropolitan territories were registered during 1961.

During the past 10 years ratifications have been arriving at an increasingly rapid rate. Thirty years elapsed between the

The Radiation Protection Convention (No. 115), adopted by the International Labour Conference in 1960, has received a sufficient number of ratifications to bring it into force on June 17, 1962.

adoption of the first ILO Conventions in 1919 and the registration of the 1,000th ratification in 1949; the 2,000th ratification was communicated some 11 years later in the middle of 1960; it has now taken less than two years for a further 500 to be received.

This accelerated pace is due in part to the acceptance by new member States in Africa of obligations under Conventions previously applicable to them when they were non-metropolitan territories.

Of the 102 member States, all but two have ratified at least one ILO Convention. Seventeen member States have ratified 40 or more Conventions, and two member States have ratified 73 Conventions. Of the 116 Conventions so far adopted, exactly 100 have come into force or will shortly do so.

Each Convention is a legal instrument regulating some aspect of labour conditions, social welfare or human rights; it is conceived as a model for national legislation. Once a member country has ratified a Convention, it is obliged to report periodically to the ILO on how it is giving effect to the provisions of that Convention. In addition, permanent machinery has been established to supervise the way in which governments comply with their obligations under ratified Conventions.

Since the establishment of the ILO in 1919, a total of 116 Conventions and 115 Recommendations have been adopted. Taken together, these form the International Labour Code.

TEAMWORK in INDUSTRY

Cost reductions averaging well over \$50,000 a year for the past seven years have been achieved through interdepartmental co-operation at the E. B. Eddy Company in Hull, Que.

G. J. Glass, head of the company's purchasing department, reports that this is equivalent to the profit that would be derived from about one million dollars worth of sales. Mr. Glass explained that the savings resulted from a company-wide "value analysis" program that appealed to the individual to contribute his or her part. In many cases, he said, the reductions were unsuspected or easily overlooked in the day-to-day operations of the mill. Employees are urged to keep in mind the program's key word, "function"—the special purpose for which an item is intended.

* * *

City council at Cornwall, Ont., has announced that a special labour-management committee will be set up to complement the existing labour relations committee that negotiates with union-represented city workers. The committee will meet once every two months to discuss problems exclusive of wage negotiations. The move was suggested by the National Union of Public Service Employees, representing city works department employees.

* * *

Four civic officials of Stratford, Ont., have endorsed the achievements of the board of works labour-management committee that represents city council and works employees. L. Teick, finance committee chairman, B. Schooley, board of works chairman, D. Thornton, city engineer, and R. Brown, board of works superintendent, believe that their work "has been greatly assisted by the committee, and that the team spirit encouraged by the committee has benefited both labour and management and promoted better understanding among city council, heads of departments and employees."

* * *

No problems affecting labour and management would remain unsolved if the two parties wanted to co-operate. D. W. Forgie, representative of the International Hod Carriers' Building and Common Labourers' Union of America (AFL-CIO/CLC), offered this point of view during a panel discussion

arranged in Ottawa by the American Society of Heating, Refrigerating and Air Conditioning Engineers.

The question, "Can management and unions get together?" was examined jointly by Mr. Forgie and Robert Campeau, president of the Campeau Construction Company Ltd. Bernard Wilson, director of the Industrial Relations Branch, federal Department of Labour, was panel moderator. Mr. Campeau suggested that the federal Government appoint a Royal Commission to inquire into union-management relations in Canada.

* * *

Industrial disputes can usually be traced to failure in communication between management and workers, claims British Labour Minister John Hare. Modern industrial units were so big, he added, that it was no longer possible for the boss to know each of his men personally. Managements may have failed to get across to employees a clear understanding of their aims, and the reaction of workers may have failed to reach managements.

Speaking at an international labour-management seminar convened by the Organization of Economic Co-operation and Development at the Ministry of Labour, Mr. Hare warned that unless good relationships existed between management and workers, productivity would not increase.

* * *

When an employee deserves it, directors of plants should not be afraid to show openly their confidence in him. So says R. D. Hindson, Ottawa vice president of the Canadian Institute of Mines and Metallurgy. "We should give all the encouragement, enthusiasm, interest and comprehension necessary to develop the personality of our employees," he added. He dealt with labour-management meetings.

* * *

W. C. Briggs of Montreal, general manager of Bathurst Power and Paper, told a company labour-management dinner meeting in Bathurst, N.B. recently that both management and employees would have to co-ordinate their efforts and co-operate in order to create and maintain new markets in the face of growing competition in both the domestic and foreign markets.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during March. The Board issued seven certificates designating bargaining agents and ordered one representation vote. During the month the Board received three applications for certification.

Applications for Certification Granted

1. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees, including owner-drivers, based in British Columbia, employed by Gill Interprovincial Lines, Ltd., North Burnaby, B.C. (L.G., Feb., p. 157). (See Reasons for Judgment below).

2. Dairymen, Warehousemen, Cartage-men, Truckers and Helpers of America, Local Union No. 987 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees working in and out of the province of Alberta, employed by Rice and Trimble Limited, Calgary, Alta. (L.G., Feb. p. 157).

3. Dairymen, Warehousemen, Cartage-men, Truckers and Helpers of America, Local Union No. 987 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees working in and out of the province of Alberta, employed by Gossett and Sons Transport Limited, Calgary, Alta. (L.G., Feb., p. 157).

4. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of truck drivers employed by the Canadian National Railways in highway service in the province of Newfoundland (L.G., March, p. 332).

5. International Association of Machinists, on behalf of a unit of building cleaners employed by Allied Building Services Ltd.

in the performance of its contracts with the federal Department of Transport for cleaning services at the Montreal International Airport, Dorval, Que. (L.G., March, p. 332).

6. Cape Breton Projectionists' Union Local No. 848 of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, on behalf of a unit of employees of Atlantic Broadcasters Ltd., Antigonish, N.S., employed at radio station CJFX (L.G., March, p. 332).

7. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Channel Seven Television Ltd., employed in the photography department at station CJAY-TV, Winnipeg, Man. (L.G., March, p. 333).

Representation Vote Ordered

Transport Drivers, Warehousemen and Helpers' Union Local 106, General Truck Driver's Local 938, and Teamsters, Chauffeurs, Warehousemen and Helpers Local 91, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Taggart Service Limited, Ottawa, Ont., respondent, and Taggart Service Limited Employees Association, intervener (L.G., April, p. 442).

The Board directed that the names of the applicants and intervener be on the ballot in the vote which affected a unit of truck drivers and dockmen employed by the company, operating in and out of Montreal, Que., and Toronto, Pembroke, Perth, Renfrew, Ottawa, Hawkesbury and Kingston, Ont. (Returning Officers: G. A. Lane and G. E. Plant).

Applications for Certification Received

1. Cape Breton Projectionists' Union Local No. 848 of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

States and Canada, on behalf of a unit of employees of the Atlantic Television Co. Ltd., Antigonish, N.S., employed at Television Station CFXU-TV (Investigating Officer: D. T. Cochrane).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of ticket sales agents employed at Edmonton,

Alta., and Winnipeg, Man., by Northwest Airlines, Inc., St. Paul, Minn. (Investigating Officer: W. E. Sproule).

3. International Longshoremen's and Warehousemen's Union, Local 501, on behalf of a unit of dock and shed employees and equipment operators employed by Coastwise Pier Limited, Vancouver, B.C. (Investigating Officer: G. H. Purvis).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Industrial Fatalities

(Continued from page 511)

increase of 24 from the 199 recorded in 1960. In manufacturing, there were 171 fatalities, a decrease of 15 from the 186 reported in the previous year. In the transportation, storage and communications industry, 153 fatalities were recorded, one less than in 1960.

Fatalities in mining and quarrying numbered 123 deaths during the year, a decrease of 57 from the previous year. In the logging industry, there were 98 fatalities, a decrease of 33 from the 131 in this industry in 1960.

Fatality rates by industries are shown in the chart on page 511.

REASONS FOR JUDGMENT

in application for certification affecting

Line Drivers, Warehousemen, Pickup Men and
Dockmen's Union Local 605, International
Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America
and
Gill Interprovincial Lines, Ltd.

The Applicant applies to be certified as bargaining agent for a unit of employees of the Respondent, including owner drivers, based in British Columbia, except office and sales staff and those excluded by the Act, and excepting foremen, and dispatchers, mechanics and shop employees.

This unit might be alternatively described as "all employees of the Respondent based in British Columbia classified as dock foreman, dockman, owner driver and line driver, excluding office staff, sales staff, dispatchers, mechanics and shop employees.

At the date of the application, December 7, 1961, there were 59 persons in the proposed bargaining unit of whom 7 were dock workers, 19 were owner drivers and 33 were drivers.

The Respondent is an interprovincial trucking undertaking engaged in hauling freight by road transport from British Columbia into the Province of Quebec and return, and from British Columbia into the Province of Ontario, and return. In these operations the haul routing is from Vancouver south through the State of Washington and thence east through the northern states of the United States of America and thence up to Canada via Windsor and return by the same general routing. A wholly-owned subsidiary of the Respondent, Gill Interstate Lines Inc., has been formed by the Respondent for licensing and tax purposes in the United States.

The Respondent contends that the owner drivers included in the proposed bargaining unit are independent contractors and not employees, and that the drivers and driver helpers in the proposed unit are employees of these independent contractors and are not employees of the Respondent.

The Board consisted of A. H. Brown, Vice Chairman and Acting Chairman, and E. R. Complin, J. A. D'Aoust and A. J. Hills, members. The Judgment of the Board was delivered by the Vice Chairman and Acting Chairman.

The evidence given and the arguments made at the hearing before the Board were directed to this issue between the parties.

At the date of the application, the Respondent owned 52 trailers used in its interprovincial trucking operations and 21 tractors to haul these trailers. Of these 21 tractors, 7 were owned by the Respondent and 14 were leased by the Respondent from individual owners thereof. In practically all instances, the tractor owner-lessor was also the driver of the leased tractor employed by the Respondent in its operations.

Prior to the end of December 1961, a collective agreement between the applicant and respondent was in effect from November, 1958, to run to June 30, 1961, and extended by agreement between the parties to December 31, 1961, covering the drivers of all equipment operated by the Respondent as owner or lessee within the eleven western states of the United States of America, and British Columbia, and their terms and conditions of employment.

In the latter part of December 1961, the company made a change in its arrangements for the operation of the tractors used to draw the Respondent's trailers. The Respondent sold 6 of the 7 tractors which it owned at that time and cancelled at that time all the existing leasing arrangements with the tractor owners. In place thereof, under written agreement, between the respondent and tractor owner, the tractor owner undertakes, *inter alia*, during the term of the agreement that runs to June 30, 1962, to make and keep the tractor or tractors covered by the agreement available for use and to keep the same available at all times during the term of the agreement for use, for hauling the Respondent's trailers, and to provide a driver and competent assistant to be approved by the Respondent at its discretion.

The Respondent has the right to lease or sublease the tractor to its subsidiary U.S. Corporation, the Gill Interstate Lines Inc., and the right to specify when and where the tractor may be used, provided only that as far as possible the tractor will be used in rotation with the remainder of the Respondent's fleet of tractors whether owned or leased.

The owner is prohibited from doing business on his own with the tractor nor can he dispose of the tractor without the consent of the Respondent. In event that the driver or assistant provided by the owner is unsatisfactory to the Respondent, the owner shall at any time at the request of the Respondent, discharge any driver for cause. He undertakes to require the tractor driver and assistant, including himself, to abide by and obey the rules and regulations whether written or oral, that the Respondent imposes or may impose for the safe conduct of the trailers in which goods are hauled for or by the Respondent, or for the conduct of its business including the number of trips for each such man before a trip off.

The owner shall, unless otherwise agreed by the Respondent, require any driver or assistant, including the owner, to be a member of a trade union, the local whereof may be nominated by any local with which the Respondent may have a collective agreement, and in any event, by a local affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

The agreement also stipulates the minimum wage the owner shall pay the driver. The Respondent undertakes to pay the owner a specified sum per mile for the use and operation of the tractor as provided in the agreement against which will be charged, *inter alia*, expenditures for oil, bridge and highway tolls, state and provincial taxes and licences, vehicle repairs and insurance.

The owner undertakes to pay all wages, living allowances, workmen's compensation, unemployment insurance and other statutory deductions with respect to the drivers and assistants employed by him in or about the tractor including the servicing thereof. This is subject to other provisions in the agreement, one of which is that the driver and assistant shall be paid in accordance with any collective agreement in force from time to time, between the Respondent and the Teamster's Union, providing that payment of such wages may be made by the Respondent on behalf of the owner and

deducted by the Respondent from monies due the owner under the agreement.

The tractor is to be employed solely and exclusively for the Respondent's business and shall be painted in the Respondent's colours, bearing the name "Gill" in prominent letters. The tractor licences and insurance are taken out by and in the name of the Respondent. By arrangement between the Respondent and the owner, the Respondent may undertake to handle all the accounting and keep the accounts of the owner in respect of the operation of the tractor in the Respondent's service for a monthly service charge of ten dollars.

An examination of the rules and regulations of the Respondent imposed upon the drivers and helpers pursuant to the agreement, shows that these are very far reaching as to the manner in which the driver, irrespective of whether he is the tractor owner or simply the driver or assistant, shall do his work. These are the same rules and regulations that were applied by the Respondent and imposed upon owner drivers and helpers on tractors operated by the Respondent under the arrangements in effect prior to the end of December 1961.

In the reasons for judgment delivered by McFarlane J. of the British Columbia Supreme Court in the case of McDonald et al vs. Associated Fuels Ltd. et al (1954) 3, D.L.R. 775, it was said in considering the tests to be applied in determining whether a person was a servant or an independent contractor: "There are many elements to be considered of which some are as follows: the nature of the task undertaken, the freedom of action allowed, the retention of the right to prescribe the exact work and of the power or right to direct the particular work to be done; the fact that the person in question devotes or may be bound to devote either the whole of his time to the work directed or so much thereof as the person directing the work shall require as and when the person receiving directions shall be given such directions."

The test to be applied here is in whom rests the right to say in what manner the work shall be done.

It is apparent from the evidence presented at the hearing that the Respondent has the right to exercise and does exercise very complete and far-reaching control over the manner in which the drivers of the tractors, without distinction as between owner drivers, or assistants, carry out and discharge their duties, including both how and when they do so.

Upon the basis of the evidence submitted to it the Board finds that the owner drivers, drivers and helpers in the proposed bargaining unit are employees within the meaning of the Industrial Relations and Disputes Investigation Act.

No question has been raised as to the appropriateness of a bargaining unit composed of British Columbia-based drivers. In the circumstances of this case the Board finds a unit comprised of all employees of the Respondent based in British Columbia, classified as dock foreman, dockman, owner driver, assistant driver, and line driver, excluding office staff, sales staff, despatchers, mechanics and shop employees, to be appropriate and that a majority of the em-

ployees in the said unit were members in good standing of the applicant.

An order for certification will issue accordingly.

(Sgd.) A. H. BROWN,
*Vice Chairman and Acting Chairman,
For the Board.*

RALPH B. CAMPBELL,
R. E. COCKING,
For the Applicant.

HAROLD FREEMAN,
JAMES MCDUFF,
For the Respondent.

Dated at Ottawa, March 1, 1962.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During March, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Arsenals Limited (Small Arms Division), Long Branch, Ont., and The Canadian Union of Operating Engineers (Conciliation Officer: T. B. McRae).
2. Rio Algom Mines Limited (Nordic Division and Milliken Division), Elliot Lake, Ont., and Local 796 of the International Union of Operating Engineers (Conciliation Officer: T. B. McRae).
3. Giant Yellowknife Mines Limited, Yellowknife, N.W.T., and Yellowknife District Miners Union, Local 802, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe).
4. Canadian National Railways, Mulgrave, N.S., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. T. Cochrane).
5. Sydney and Louisburg Railway Company, Glace Bay, N.S., and Lodge No. 684 of the Brotherhood of Railroad Trainmen (Conciliation Officer: D. T. Cochrane).
6. Canadian Marconi Company (CFCE-TV), Montreal, and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).
7. Robin Hood Flour Mills Limited, Calgary, Alta., and Local 326 of the United Packinghouse Workers of America (Conciliation Officer: D. S. Tysoe).
8. Canadian Arsenals Limited, Long Branch, Ont., and Canadian Guards Association (Conciliation Officer: T. B. McRae).

Settlements Reported by Conciliation Officers

1. Canadian Arsenals Limited (Small Arms Division), Long Branch, Ont., and The Canadian Union of Operating Engineers (Conciliation Officer: T. B. McRae) (see above).
2. Canadian Pacific Air Lines, Limited, Vancouver, and System Division No. 7 of The Order of Railroad Telegraphers (Conciliation Officer: G. R. Currie) (L.G., March, p. 333).
3. KLM Royal Dutch Airlines, Montreal, and Canadian Air Line Dispatchers Association (Conciliation Officer: C. E. Poirier) (L.G., March, p. 333).

Conciliation Boards Appointed

1. Rio Algom Mines Limited (Nordic Division and Milliken Division), Elliot Lake, Ont., and United Steelworkers of America (L.G., April, p. 444).
2. Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; Midland Railway of Manitoba; and Sydney and Louisburg Railway Company, and the negotiating committee representing the Associated Non-Operating Unions (no conciliation officer previously appointed).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in February to deal with a dispute between British Columbia Towboat Owners' Association (certain member companies), and Local 400 of the

Canadian Brotherhood of Railway, Transport and General Workers (L.G., April, p. 444), was fully constituted in March with the appointment of Cyril White of Vancouver as Chairman. Mr. White was appointed by the Minister on the joint recommendation of the other two members, T. E. H. Ellis, Q.C. and Jack Lawson, both of Vancouver, who were previously appointed on the nomination of the Association and union, respectively.

2. The Board of Conciliation and Investigation established in February to deal with a dispute between the Motor Transport Industrial Relations Bureau, Toronto (representing 47 companies within federal jurisdiction), and Locals 879, 880 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., April, p. 444), was fully constituted in March with the appointment of His Honour Judge J. C. Anderson of Belleville, Ont. as Chairman. Judge Anderson was appointed by the Minister on the joint recommendation of the other two members, Michael O'Brien and Paul Siren, both of Toronto, who were previously appointed on the nomination of the Bureau and union, respectively.

Conciliation Board Reports Received

1. Upper Lakes Shipping Limited, Leitch Transport Limited, Norris Grain Company Limited (Steamship Division) as represented by the Association of Lake Carriers, and Seafarers' International Union of Canada (L.G., April, p. 444). The text of the report is reproduced below.

2. Canadian National Steamship Company Limited (Pacific Coast Service), Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., March, p. 334). The text of the report is reproduced below.

3. Canadian National Railways (Atlantic, St. Lawrence, Great Lakes, Mountain and Prairie Regions, and including Newfoundland District), and Brotherhood of Locomotive Firemen and Enginemen (L.G., Oct. 1961, p. 1040). The text of the report is reproduced below.

Settlements Reached following Board Procedure

1. Canadian National Railways (Atlantic, St. Lawrence, Great Lakes, Mountain and Prairie Regions, and including Newfoundland District), and Brotherhood of Locomotive Firemen and Enginemen (L.G., Oct. 1961, p. 1040).

2. The Shipping Federation of Canada, Inc., Montreal, and Local 1657 of the International Longshoremen's Association (checkers and cargo repairmen) (L.G., March, p. 334).

3. Canadian National Railways (Atlantic, Central and Western Regions), and Brotherhood of Locomotive Engineers (L.G., Feb., p. 158).

4. Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions and Quebec Central Railway Company), and Brotherhood of Locomotive Engineers (L.G., Feb., p. 158).

Report of Board in Dispute between

Upper Lakes Shipping Limited, Leitch Transport Limited
and Norris Grain Company Limited (Steamship Division)
as represented by The Association of Lake Carriers
and
Seafarers' International Union of Canada

Statement by the Chairman

Honourable Sir:

The situation as to the proceedings of our Board of Conciliation and Investigation in the above matter, to date, is as follows:

"I believe that, as the steps taken by the Union have prevented us from carrying out our statutory duties and making a Report to the Honourable Minister of Labour, no useful purpose can be served

from continuing the proceedings of the Board, if and when we are so permitted."

Respectfully yours,

(Sgd.) G. D. LAVIOLETTE,
Chairman

March 26, 1962.

Statement by the Board Member

Dear Sir:

As you know, you have appointed as members of the Conciliation Board herein

During March, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Upper Lakes Shipping Limited, Leitch Transport Limited and Norris Grain Company Limited (Steamship Division) as represented by The Association of Lake Carriers, and the Seafarers' International Union of Canada.

The Board was under the chairmanship of G. D. LaViolette of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, Norman MacLeod Rogers,

Q.C., of Toronto, and Jean G. Larivière of Montreal, nominees of the companies and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the Report of the Board, was submitted by the Chairman and Mr. Rogers.

Under the circumstances, the Minister of Labour has accepted the statements filed by the two members as the Report of the Board.

The majority report is reproduced here.

G. D. LaViolette as Chairman and J. Larivière and myself as members nominated respectively by the Union and the Company.

After careful consideration of all the events associated with the attempts made by the Board to carry out its statutory duties in making a report to you, and in particular, the steps taken by the Union which have prevented us from carrying out

such duties and making such report, I believe that no useful purpose can be served by continuing the proceedings of the Board if and when we are so permitted.

Yours very truly,

(Sgd.) NORMAN MACLEOD ROGERS,
Member.

March 26, 1962.

Report of Board in Dispute between Canadian National Steamship Company Limited (Pacific Coast Service) and Seafarers' International Union of Canada

The Board of Conciliation and Investigation appointed herein consisting of the Honourable J. M. Coady, Chairman, and G. A. MacMillan and John Drew, hereby submits pursuant to the provisions of the statute in that behalf its report as follows:

1. The Board was somewhat delayed in arranging for sittings owing to the difficulty of arranging for a satisfactory date with the parties concerned, and the first sitting of the Board was not held until the 28th of February, 1962, this being a date agreed upon as being suitable to both parties.

2. The Board sat in the board room of the Department of Labour, Federal Building, Vancouver, B.C. which was provided for our use by Mr. Currie of that department.

3. At the first sitting of the Board on February 28, the Canadian National was represented by Mr. Mason and others from that Company, and the Union by Mr. Heinekey and other representatives.

4. At this meeting briefs were presented by the respective parties. Copies of these briefs are enclosed herewith. These were supplemented to some extent by the parties during the discussions that followed. Following this there was an adjournment to

March 1, 1962, to give the members of the Board time to consider the respective positions taken by the parties and to give to the parties themselves an opportunity to prepare replies to the briefs submitted.

5. The Board sat again on March 1 when each party made its submissions in reply to the brief of the other, and the matters in dispute were thoroughly canvassed during the discussion that followed. Then the Board, in the absence of the parties concerned, considered the submissions of each, and in the afternoon of that same day called the parties separately before the Board and endeavoured to find some way

During March, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian National Steamship Company Limited (Pacific Coast Service), Vancouver, and the Seafarers' International Union of Canada.

The Board was under the chairmanship of the Honourable James M. Coady, Q.C., Vancouver. He was appointed by the Minister in the absence of a joint recommendation from the other two members, G. A. MacMillan and John Drew, both of Vancouver, nominees of the company and union respectively.

The Report is reproduced here.

of bridging the difficulties between them, but to no avail. Generally speaking, each party stood firmly on the positions taken and the sitting was thereupon adjourned to the following morning.

6. On the following morning, March 2, 1962, the Board again sat and again interviewed the parties separately, setting before each the position taken by the other as disclosed in the discussions of the preceding afternoon, and the reasons advanced in support of the positions so taken. It was clear, however, after a somewhat lengthy discussion, that on the main issues the positions were quite irreconcilable. In the result the Board felt that it was not possible to effect any agreement between the parties, and the parties were so advised. They each expressed regrets that it was not possible to reconcile the differences and so the sittings of the Board were concluded.

7. During earlier negotiations directly between the parties concerned, the parties had tentatively reached agreement on a number of matters in dispute, subject to agreement being concluded on the remaining matters.

8. The remaining matters that the Board was called upon to consider, therefore, are as those set out in the brief of the Union on page 3 and are as follows:

- a. Welfare plan
- b. Statutory holidays
- c. Subsistence and room
- d. Laid-up ships
- e. Hours of work and overtime
- f. Dirty money
- g. Wages
- h. Deck department
- i. Termination clause.

9. Generally speaking as to all of these, the Canadian National is willing to enter into an agreement on the same terms as provided in the agreement recently concluded between the Canadian Pacific Railway Company and the Union dated the 21st day of December, 1961 and expiring on January 1, 1964. This the Company points out is the last agreement signed. The employer also points out that this is an agreement covering a comparable service in most every respect and it is unreasonable to impose upon the Canadian National an agreement of more onerous terms than those found in the Canadian Pacific agreement.

The Union does not agree that the CPR service is the most comparable service, and indicates that in its view the more comparable service is that furnished by the Alaska Cruise Lines Ltd. A copy of the contract between the Union and the Alaska Cruise Lines Ltd. is enclosed. The Canadian National, in support of its submission

that the CPR provides the only comparable service, points out that each company operates from the port of Vancouver one ship during the summer season only. The business is designed to cater to tourist travel and is by its very nature the same—and is highly competitive as between them. It is a round-trip fare. The accommodation, service, and rates are essentially the same. The main difference is that the CPR round trip is for eight days—that of the Canadian National nine days. In each case it is essentially a passenger service.

The Union, in support of its submission, points out that out of the 26 men of this Union employed on the Canadian National, all but six or seven are laid off at the end of the season and the same applies to the Alaska Cruise service, whereas on the CPR ship, the men laid off at the end of the season are then not out of employment, but having seniority, can then obtain employment on other ships operated on this coast by the CPR. To this submission, the Canadian National replies that the number of ships in use by the CPR in the off-season is not sufficient to provide employment for all of those laid off from the summer cruise ship, or if it does, it means that others, with less seniority or temporarily taken on, are laid off, and consequently from the standpoint of men displaced the result is about the same in each case. In any event, this does not, in the submission of the Canadian National, render the CPR service a less comparable one.

10. Of these remaining matters that came before the Board for consideration, the most important are:

- a. Welfare plan
- b. Duration of the proposed agreement
- c. Wages
- d. Overtime
- e. Statutory holidays.

11. If it had been possible to reach an agreement between the parties upon these items, then the other matters would be of minor importance and, we are assured by both parties, could be satisfactorily arranged between them.

12. *Welfare plan.* The Union is asking for payment of 30 cents per man per payroll day whereas the employer agrees to pay 30 cents per day worked. This is an increase of 10 cents per day over that provided by the former agreement. The employer points out that this is the rate provided in the new agreement arranged with the Canadian Pacific and is applicable until September 1, 1962, when this rate is then increased to 30 cents per payroll day. The Canadian National will agree to this increase. The

Alaska Cruise Lines Ltd. is presently paying this increased rate.

13. *Time of Agreement.* The Union requests an agreement for a period of approximately 14 months commencing September 1, 1961, the date of the termination of the former agreement. This would be an agreement terminating about the end of the season of 1962. The Union wants this termination date because it says it will coincide with the termination date of the Alaska Cruise contract which will come up for consideration at that time.

The Canadian National points to the CPR agreement and wants an agreement of the same duration. It should be stated that alternatively the Union is willing to consider a longer agreement. The one suggested by the Board was an agreement to extend to December 31, 1963. But the Union is only prepared to consider this, if the rate of pay is presently increased substantially over that rate that appears presently in the Alaska Cruise Lines contract. To this, of course, the Canadian National is unalterably opposed and refers again to the CPR contract.

14. *Wages.* This is, perhaps, the most important issue between the parties. The Alaska Cruise contract presently provides for a scale of wages somewhat in excess of the new CPR contract but the wage scale of the latter contract while not in effect now, will come into effect in the CPR contract on or about the 1st day of May, 1963. The Union requests that the wage scale of the Alaska Cruise Lines Ltd. presently in effect shall immediately come into effect if a new contract is made with the Canadian National, or at least will come into effect at the opening of the 1962 season.

Canadian National takes the position that it is willing to enter into a contract with the same wage scale as that now provided by the new CPR contract with increases as therein provided, and which it points out will, in the course of time, reach that standard of wage which is presently payable under the Alaska Cruise contract. But the company is not prepared to grant that increase now.

15. *Overtime.* The Union requests time and a half for overtime. The Company is willing to pay time and a quarter. That is the rate payable under the CPR contract and the Alaska Cruise Lines contract.

16. *Statutory holidays.* The Union is asking for nine statutory holidays. The Company is willing to provide for seven. That is the number recognized in all its contracts and it wants to adhere to that.

This then in summary is the position taken and adhered to by the parties herein.

The Act provides that the Board shall report its findings and recommendations to the Minister. Our findings as to the issues and the position taken by the parties are as set out above. The parties have reached an impasse, it would seem. Neither will recede from the position taken.

The most important issue is whether the wage scale presently payable under the Alaska Cruise contract should be made applicable now in any contract concluded with the Canadian National rather than at the dates set out in the CPR contract. The Union no doubt feels that if that were done, this would place it in a better bargaining position in dealing with the Alaska Cruise when its contract comes up for consideration at the end of the next season. In support of its position, the Union insists that the Alaska Cruise operation is the more comparable service for the reason already set out. On the other hand, the submission of the Canadian National is that it requires parity with the CPR, and that notwithstanding what was urged by the Union as above set out.

It is the view of the Chairman and Mr. MacMillan, one of the Board members, that the comparable service is that furnished by the CPR, notwithstanding what has been urged by the Union as hereinbefore set out. In the circumstances it is not reasonable, in their view, to require the Canadian National to enter into a contract more onerous in its terms than those appearing in the CPR contract. Mr. Drew, the other member of the Board, does not share this view. In his opinion, the Alaska Cruise Lines service is the more comparable service, and for the reasons advanced by the Union as already set out.

The recommendation of the Chairman and Mr. MacMillan therefore is that in respect of the matters in dispute, the parties should enter into an agreement in the same terms as those set out in the CPR contract and for substantially the same period of time. Mr. Drew, it must be distinctly understood, does not agree with this recommendation. The recommendation is, therefore, submitted as that of the majority of the members of the Board and is not joined in by Mr. Drew. His signature to the report indicates his concurrence in the other features of the report only.

All of which is respectfully submitted.

(Sgd.) J. M. COADY,
Chairman

(Sgd.) G. A. MACMILLAN,
Member

(Sgd.) JOHN DREW,
Member

Dated at Vancouver, B.C., the 15th day of March, 1962.

Report of Board in Dispute between

Canadian National Railways (Atlantic, St. Lawrence,
Great Lakes, Prairie and Mountain Regions)

and

Brotherhood of Locomotive Firemen and Enginemen

During March, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian National Railways (Atlantic, St. Lawrence, Great Lakes, Prairie and Mountain Regions and including Newfoundland District), and the Brotherhood of Locomotive Firemen and Enginemen.

The Board was under the chairmanship of His Honour Judge René Lippé of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, T. R. Meighen, Q.C., Montreal, and Douglas M. Fisher, M.P., Port Arthur, Ont., nominees of the company and union, respectively.

The Report is reproduced here.

This is the decision of the Board constituted by the Minister of Labour on August 3, 1961.

The Board comprised T. R. Meighen, Q.C., representing the Company, Douglas M. Fisher, M.P., representing the Union,

and chairman René Lippé, District Judge of the Magistrate's Court of the Province of Quebec.

The sittings were held at the CNR's main office in Montreal.

The members of the Board are pleased to inform the Minister that, during conciliation, the parties have settled their differences and that they have signed a collective agreement, a copy of which is attached to the present decision.

The collective agreement is not reproduced here.

The whole respectfully submitted.

(Sgd.) T. R. MEIGHEN,
Member

(Sgd.) DOUGLAS FISHER,
Member

(Sgd.) RENÉ LIPPÉ,
Chairman

Montreal, March 13, 1962.

Presidential Commission Urges Railway Work Rules Revision

Drastic revision of the work rules, compensation system and working conditions affecting the running trades on American railways was recommended in the report of a Presidential Commission.

Some of the principal recommendations are:

—Firemen should be gradually removed from all freight and yard service locomotive crews, beginning July 1.

—The railroads should be given "an unlimited right to introduce technological change," but the blow to workers displaced should be eased by providing them with partial pay for periods of up to three years, as well as with training to fit them for other jobs.

—Crew change requirements at inter-divisional terminals should be eliminated.

—The complex system of remunerating the operating employees should be overhauled.

—Working hours should be shortened for many of the employees, and more over-

time pay should be provided to discourage management from working men long hours.

—Overtime should be paid on the basis of time worked rather than on a combination of time and distance.

—Wages should be increased for about 75 per cent of the employees who work longer hours than in most other industries, and for the remaining 25 per cent "who are working exceedingly short hours" more work should be provided to make up for reductions in hourly rates.

—Retirement at age 65 should be made compulsory by 1967.

The necessary changes, the report says, "can and should be achieved by collective bargaining."

The Presidential Commission consisted of 15 men, of whom five represented management, five the employees, and five the public. The five public members were unanimous in their recommendations, the five members representing management signed the report with reservations, and the five labour members dissented from the majority.

LABOUR LAW

Legal Decisions Affecting Labour

Supreme Court of Canada upholds finality of a British Columbia Workmen's Compensation Board decision. New Brunswick Appeal Court confirms injunction on picketing when strike illegal. British Columbia Supreme Court quashes arbitration award under collective agreement as based on an error of law

The Supreme Court of Canada found constitutionally valid the provisions of the British Columbia Workmen's Compensation Act granting the Workmen's Compensation Board the power to decide finally and conclusively all matters and questions of fact and law arising under Part I of the Act, particularly whether or not an injury had arisen out of or in the course of employment.

In New Brunswick, the Court of Appeal upheld an injunction restraining picketing in support of a strike which was illegal under the Labour Relations Act.

In British Columbia, the Supreme Court quashed an award of the arbitration board constituted under a collective agreement on the ground that the board, in asserting the company's right under collective agreement to dismiss employees without cause, provided that a proper notice was given, made an error of law when deciding an issue of law not specifically referred to it.

Supreme Court of Canada...

...upholds finality of Workmen's Compensation Board decision refusing compensation to widow

On December 15, 1961, the Supreme Court of Canada, dismissing an appeal from the judgment of the British Columbia Court of Appeal, held that the decision of the B.C. Workmen's Compensation Board on whether an injury had been caused by an accident arising out of and in the course of employment under the Workmen's Compensation Act, was within the exclusive jurisdiction of the Board and such decision was final and conclusive and not open to review.

The judgment of the Court was delivered by Mr. Justice Judson, who briefly reviewed the circumstances of the dispute. The widow of the late John Farrell who died in Feb-

ruary, 1959, while working at the North Vancouver General Hospital, applied for compensation on behalf of herself and four children. The Board decided that the workman died from natural causes and that his death was not the result of an accident arising out of and in the course of his employment.

Then the widow moved in the Supreme Court of British Columbia for *mandamus* with *certiorari* in aid to quash the Board's decision and assess the compensation. The Court ordered the Board to file all the material that it had before it, including a transcript of the evidence given at the inquest of the deceased workman. The material showed that the workman, unknown to himself or to anyone else, suffered from a serious heart disease and that he was found dead after having engaged in some physical exertion which his work at the hospital required.

The judge who heard the motion examined the material before him, and came to a conclusion contrary to that of the Board. He held that the death was the result of an accident arising out of and in the course of employment, and directed the assessment and payment of compensation to the widow and dependants (L.G. 1960, p. 941).

In the opinion of Mr. Justice Judson, the judge really conducted a rehearing of the whole application by way of appeal, a procedure which is not provided for by the Workmen's Compensation Act and is beyond the competence of a judge sitting on a motion for *certiorari*. Therefore, the decision in question was properly set aside by the Court of Appeal (L.G., May 1961, p. 474).

In Mr. Justice Judson's opinion, the issue in the case under review was a very simple one—whether there was an accident arising

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

out of and in the course of employment. This issue, in his opinion, was unquestionably within the jurisdiction of the Board under Part I of the Act, and even if there was an error, whether in law or fact, it was made within the exercise of the jurisdiction and was not open to any judicial review, including *certiorari*.

Section 76(1) of the British Columbia Workmen's Compensation Act provides:

S. 76 (1) The Board shall have exclusive jurisdiction to inquire into, hear, and determine all matters and questions of fact and law arising under this Part and the action or decision of the Board thereon shall be final and conclusive and shall not be open to question or review in any Court, and no proceedings by or before the Board shall be restrained by injunction, prohibition, or other process or proceeding in any Court or be removable by *certiorari* or otherwise into any Court; and without restricting the generality of the foregoing the Board shall have exclusive jurisdiction to inquire into, hear, and determine:—

- (a) The question whether an injury has arisen out of or in the course of an employment within the scope of this Part...

On two occasions (*Dom. Cannery Ltd. v. Costanza* (1923) S.C.R. 46 and *O'Krane v. Alceyon Shipping Co. Ltd.* (1961) S.C.R. 299), the Supreme Court of Canada held that no court had the power to decide in an action whether a case is one for compensation under the Workmen's Compensation Act or whether the right of action is taken away by Part I of the Act. These judgments are of general application to all questions which arise for decision under Part I of the Act and which, by the very terms of Section 76(1), are within the exclusive jurisdiction of the Board and on which the decision of the Board is final and conclusive and not open to judicial review.

Mr. Justice Judson dealt also with the constitutional aspect of the case. The judge who heard the motion held that Section 76(1) of the Act was *ultra vires* of the provincial legislature on two grounds: (1) that the legislature has no jurisdiction to prevent a review by the courts of a decision of the Board upon questions of law since that deprives the subject of his right of access to the courts; and (2) that, by such legislation, the Board is constituted a superior district or county court or a tribunal analogous thereto and the members of which, not having been appointed by the Governor-General in Council pursuant to Section 96 of the B.N.A. Act, 1867, have no power or authority to exercise judicial functions.

The Court of Appeal ruled against both these grounds and, on appeal to the

Supreme Court, any attack on the Board on the ground of infringement of Section 96 of the B.N.A. Act was abandoned. In Mr. Justice Judson's opinion, if an argument based upon Section 96 of the B.N.A. Act was untenable, the other argument based upon right of access to the courts fell with it.

Further, Mr. Justice Judson added that the restrictions on the legislative powers of the province to confer jurisdiction on boards must be derived by implication from the provisions of Section 96 of the B.N.A. Act. Short of an infringement of this section, if the legislation is otherwise within the provincial power, there is no constitutional rule against the enactment of Section 76(1). *Farrell et al. v. Workmen's Compensation Board* (1962), 37 W.W.R., Part 1, p. 39.

New Brunswick Supreme Court... (Appeal Division)...

...upholds injunction restraining picketing and granting of damages caused by illegal strike

On September 20, 1961, the New Brunswick Supreme Court, Appeal Division, in a dispute between a group of trade union organizers and Acme Construction Company of Saint John, N.B., dismissed an appeal from the judgment of the Chancery Division awarding damages of \$6,344.22 against certain union members who were participating or engaging in picketing in support of an illegal strike and granting an injunction restraining such picketing (L.G. 1959, p. 945).

The Court of Appeal noted that the material facts in the case under review were much the same as those in *Gagnon et al. v. Foundation Maritime Ltd.*, in which case the judgment of the Appeal Court (L.G. 1960, p. 605) was upheld by the Supreme Court of Canada (L.G., September 1961, p. 939).

Relying on the decision of the Supreme Court of Canada in the *Gagnon* case, the court held, in the dispute under review, that, since the local union had not been certified, the strike was unlawful by virtue of Section 22 of the New Brunswick Labour Relations Act. The union members combined to compel recognition of their unions without certification and, as in the *Gagnon* case, were using unlawful means in their attempt to do so. The company was therefore entitled to an injunction restraining all picketing, even though it may have been peaceful. *Merloni et al. v. Acme Construction Co. Ltd.*, (1962), 31 D.L.R. (2d), Part 7, p. 528.

British Columbia Supreme Court...

...quashes an arbitration award because of an error of law on face of award

On November 30, 1961, Mr. Justice McInnes of the British Columbia Supreme Court, in proceedings initiated by a union, quashed an arbitration award on the ground that the arbitration board, deciding an issue of law not specifically referred to it, made an error of law.

A collective agreement between Local 212 of the Amalgamated Meat Cutters and Butcher Workmen of North America and Columbia Packing Co. Ltd. provided for the final settlement of disputes during the life of the agreement by arbitration.

Two female employees of the company were given notice terminating their services pursuant to Section 7 of the collective agreement, which read as follows:

Section 7

Notice or Pay in lieu of Notice

The former further agrees that in the event of the employer desiring to dismiss an employee hereunder who has been in the employ of the employer for over five (5) years, that such employee shall be given four (4) weeks notice in writing, or shall be paid four weeks wages in lieu thereof, and that any employee who has been employed over two (2) years, but not over five (5) years, shall be given two (2) weeks notice in writing, or paid two (2) weeks wages in lieu thereof, and further that after 30 days from date of employment any other employee other than a part-time employee shall be entitled to one week's notice in writing, or one week's wages in lieu thereof; provided however that the employer shall not be deemed obligated to give any notice whatsoever, or to give any pay in lieu thereof to any employee who is guilty of rank insubordination, dishonesty, drunkenness, or obvious disloyalty, or absence without leave except where the employee has a bona fide reason for such absence.

The two employees concerned and the union involved thought that it was a case of wrongful dismissal and the grievance procedure had been invoked pursuant to Section 8(b) of the collective agreement, which read as follows:

Section 8

Union's Recognition of Management's Rights

(b) Any employee alleging wrongful dismissal may place his allegation before the union representative and if the union representative considers that the objection of the employee has merit, the dismissal shall become a grievance, and be subjected to the grievance procedure as established by this Agreement.

The secretary-manager of the union wrote two letters to the company's president on May 2, 1961, submitting a grievance on behalf of each of the employees concerned stating that, in the company's letters of dismissal, no reason for the dismissal was given and that, in the union's opinion, there was no reason for dismissal. The

union requested that the employees be reinstated and reimbursed for any time lost following dismissal and prior to reinstatement.

Negotiations with the employer for reinstatement having failed, the union, in a letter dated May 17, required submission of the grievance to a Board of Arbitration and such Board was duly constituted.

Section 13 of the collective agreement provided that grievances shall be submitted to the Arbitration Board in writing and "shall clearly specify the nature of the issue".

In the opinion of the Board, counsel for the parties could not agree on the precise wording of the terms of reference. However, the statements filed by the union with the company in the letters mentioned above were, in the opinion of the Board, sufficiently wide "to cover the various issues raised at the hearing before the Board."

Mr. Justice McInnes disagreed with the Board's position in this respect. To him, there was only one issue in the letters stating the grievance and that was whether or not the two employees were wrongfully dismissed.

At the hearing before the Board, it was alleged by the union that the employees had been discharged because they had refused to sign a petition which was being circulated for decertification of the union as a bargaining agent of the employees of the company. The company denied this and relied in the main on two defences in support of its dismissal of these employees. One, that under Section 7 it had a right to give any employee notice and, as it had given notice pursuant to the provisions of Section 7, the employees had no grievance. Alternatively, the company said the employees were discharged for good cause.

The Board accepted the company's contention that Section 7 of the collective agreement gave the company authority to dismiss any employee whether there was cause or not upon giving the requisite notice called for by Section 7. The Board then found that in the case of one of the employees sufficient notice had been given and dismissed her grievance. In the case of the other employee, the Board found that insufficient notice had been given and, in consequence, awarded her a sum of money in lieu of the proper notice that should have been given. Having done this, the Board then proceeded to inquire into the actual causes of dismissal. In this respect, the Board found that the causes for dismissal as submitted by the company were unfounded, and stated that if they had to decide the matter of whether the

employees were wrongfully dismissed or not, they would hold that they had been.

The ruling of the majority of the Arbitration Board was that the dismissals were wrongful, but the company had a right to dismiss without cause (but with a proper notice) under Section 7 of the collective agreement.

The question before Mr. Justice McInnes was whether he had jurisdiction to set aside the award. In deciding this question, he relied on a number of cases, the most recent of which was *Re The Bay Co. (B.C.) Ltd. & Local 170 of the Pipefitting Industry* (1960), 24 D.L.R. (2) 582, in which Mr. Justice Wilson dealt with the power of the court to set aside the award of an arbitration board. Mr. Justice Wilson referred to two cases; one was *Govt. of Kelantan v. Duff Development Co.*, (1923), A.C. 395; the other was the decision of the Supreme Court of Canada in *Faubert & Watts v. Temagami Mining Co.*, (1960), S.C.R. 235. In the latter case, the Supreme Court stated that there was:

A clear distinction between a case where disputes are referred to an arbitrator in the decision of which a question of law becomes material from the case in which a specific question of law has been referred to him for decision. In the first, the Court can interfere if and when any error of law appears on the face of the award but in the latter case no such interference is possible upon the ground that it so appears that the decision upon the question of law is an erroneous one.

Relying on both decisions, Mr. Justice Wilson held that "no interference is possible" however erroneous the decision, upon a point of law clearly referred to the arbitrators for decision.

Mr. Justice McInnes, in the case under review, referred also to *F. R. Absalom Ltd. v. Gt. Western (London) Garden Village Society Ltd.*, (1933), A.C. 598, where Lord Russell of Killowen quoted from the judgment of the Privy Council in the case of *Attorney-General for Manitoba v. Kelly* (1922), 1 A.C. 268, the following passage:

Where a question of law has not specifically been referred to an umpire, but is material in the decision of matters which have been referred to him, and he makes a mistake, apparent on the face of the award, an award can be set aside on the ground that it contains an error of law apparent on the face of the award.

Relying on these and other judgments dealing with the matter of setting aside an arbitration award, Mr. Justice McInnes arrived at the conclusion that, if the majority of the Board of Arbitrators in the case under review had answered the question specifically submitted to them, their award could not be set aside, no matter how erroneous it might be.

The question therefore before the court was—had they done so? In his opinion, they had not, because the letters of May 2 from the union to the company submitting the grievances, and the letter of May 17 requiring a Board of Arbitration, formulated the issue to be decided by the Board, amounting to a question—Were these two employees wrongfully dismissed? Section 8(b) of the collective agreement gave to an employee alleging wrongful dismissal the right to initiate proceedings to have the matter determined by arbitration unless the issue could be amicably disposed of.

In order to determine this issue, the Board would be required to hear evidence and to determine the facts which led to the dismissal. It would then make a determination in law as to whether, under the terms of the contract, the dismissal was justified. In short, it would involve, on the part of the Arbitration Board, the determination of a question of mixed fact and law.

In the opinion of Mr. Justice McInnes, the Board did not proceed under Section 8(b) but adopted the argument of the employer that Section 7 gave the employer the right to dismiss any employee on notice, irrespective of whether there was cause for dismissal or not. In interpreting Section 7, the Board felt that this section gave the employer some special powers of dismissal.

Actually, according to Mr. Justice McInnes, Section 7 derogates from the common law right of an employer to dismiss anyone without cause on proper notice, and, in the case of employees such as the two women involved, who were employed on a weekly basis, at common law they could have been given one week's notice. Section 7 provided that they were entitled to additional notice, depending upon their length of service.

The proviso to Section 7 merely restated the common law that, if just cause exists for dismissal, an employee may be discharged without notice. However, Mr. Justice McInnes continued, the provisions of Section 8(b) of the collective agreement materially affected the provisions of Section 7 because they gave the right to an employee, who said she was wrongfully discharged, to have the matter submitted to arbitration and the cause of the dismissal established and, if that cause was held to be insufficient, the employee was entitled to be reinstated under the provisions of Section 8(d) which read as follows:

S. 8 (d) In the event that decision is made to reinstate an employee, he or she shall receive pay for time lost following dismissal and prior to reinstatement, in an amount sufficient to make up the difference between any monies received by that employee for other employment, and his or her full pay.

An arbitration Board may grant such lesser settlement, but not less than 50% of the employee's regular salary, as believed proper due to all circumstances surrounding dismissal.

The reason for the insertion of Section 8(b) in the collective agreement was obvious considering the provisions of Section 8(c) which read as follows:

S. 8(c) No employee shall be discharged or discriminated against for any lawful union activity, or for serving on a union committee outside of business hours, or for reporting to the union the violation of any provision of this agreement.

And the proviso to Section 7 further provided that a notice was not necessary to any employee who was guilty of insubordination, dishonesty, drunkenness, obvious disloyalty or absence without leave.

In the opinion of Mr. Justice McInnes, if, as the Board had held, Section 7 gave an unlimited right to the employer to dismiss any employee on notice, then an employer who wished to dismiss an employee for union activities or for any of the matters referred to in Section 8(c), could, without giving any reason for dismissal, give notice under Section 7 and thereby, to all intents and purposes, render Section 8(b) inoperative. Similarly, it was conceivable that an employer might suspect an employee of dishonesty, but, not wishing to rely upon this as a ground for dismissal because of being faced with proceedings under Section 8(b), would elect to dismiss the employee on notice under Section 7. On the basis of the majority award, the employer would be quite justified in so doing and would not then be called upon to assign any cause for dismissal.

Further, Mr. Justice McInnes added that Section 7 could not be used by the employer

to bar any inquiry under Section 8(b) and, if the employees in question felt that they had a grievance, they had a right to have the matter submitted to arbitration and were entitled to a finding on the cause for their dismissal and a determination as to whether or not they were wrongfully dismissed.

Mr. Justice McInnes came to the conclusion that, in disposing of the matter under Section 7 of the collective agreement without regard to the provisions of Section 8(b), the majority of the Board had brought themselves squarely within the dicta of Lord Russell of Killowen in the *Absalom case* when he said that it was essential to keep the case where disputes were referred to an arbitrator, in the decision of which a question of law became material, distinct from the case in which a specific question of law had been referred to him for decision.

In the case under review, the majority of the Board had founded its award upon the company's submission that Section 7 enabled it to by-pass the provisions of Section 8(b). That, in the opinion of Mr. Justice McInnes, was not the specific question referred to the Board and its members have decided a question of law which, in their judgment, became material distinct from the specific question which had been referred to them. The Board's conclusion in law as to applicability of Section 7 was wrong and consequently the award must be set aside. *Re Columbia Packing Co. Ltd. and Amalgamated Meat Cutters and Butcher Workmen of North America (AFL-CIO) Local 212, (1962), 31 D.L.R. (2d), Part 2, p. 102.*

Recent Regulations under Provincial Legislation

Alberta Board of Industrial Relations issues four special orders governing inexperienced garment workers, the ambulance industry, travelling salesmen and social welfare workers. Some licensing requirements revised in Manitoba

Alberta Apprenticeship Act

The regulations under the Alberta Apprenticeship Act governing the carpentry trade have been re-issued with some changes in the provisions relating to certificates of qualification and educational requirements for apprentices. The new regulations were gazetted on February 28 at Alta. Reg. 74/62.

As before, any person with at least four years of experience in the carpentry trade may apply for examination for a certificate of qualification as a carpenter. A new pro-

vision stipulates, however, that an applicant who has been a registered apprentice in the trade in Alberta and has failed to complete his obligations under the Act must do so before a certificate of qualification may be issued to him.

If a candidate fails to obtain the required pass mark, four alternatives are open to the Local Advisory Committee. It may recommend that he be granted a certificate of qualification, provided it believes that his age, experience, employer's reports and examination results warrant such action;

or that he be re-examined after a minimum waiting period of six months; or that he register as an apprentice and complete his training; or it may declare him ineligible for a certificate.

The minimum educational requirement for apprentice carpenters is now Grade IX or its equivalent, instead of Grade VIII. The minimum age for apprentices remains 16 years.

As before, the term of apprenticeship is four years, including the three-month probationary period with the customary allowance for technical or vocational training or previous experience in the trade.

The ratio of apprentices to journeymen remains one to five, except that the Local Advisory Committee now has authority to recommend that additional apprentices be employed. In line with the usual practice, an employer who is himself a journeyman or employs one journeyman is again allowed to have one apprentice.

The provisions relating to educational and technical classes, practical training, annual certificates of progress, completion of apprenticeship certificates and wage rates are unchanged.

Alberta Labour Act

The Alberta Board of Industrial Relations has issued two new special minimum wage orders providing for the payment of lower minimum rates to learners in the garment industry, and establishing a minimum wage of 85 cents an hour for certain employees in the ambulance industry. The new orders were gazetted February 28 to take effect from date of publication.

An hours of work and minimum wage order gazetted the same day raised the minimum weekly wage of travelling salesmen from \$30 to \$34. Another provided for conditional exemptions from the hours and overtime legislation for social welfare workers and certain other municipal employees.

Garment Industry

The new special minimum wage order for the garment industry, No. 17 (1962), provides for the payment of lower rates to learners under permit from the Board, subject to certain limitations.

Before making the order, the Board held a public hearing at which employers, employees, trade union representatives and other organizations interested in the welfare of workers were invited to make submissions concerning proposals to introduce lower minimum rates for learners.

The new order for the garment industry provides that, on the application of the employer, the Board may issue a permit

authorizing the employer to pay female employees with less than eight weeks experience in the garment industry at a rate below the prescribed minimum wage.

If a learner's permit is granted, the minimum payable in places with a population of over 5,000 is \$28 a week for the first four weeks of employment and \$30 for the second four weeks. In other parts of the Province, inexperienced female employees in the garment industry must be paid at least \$24 a week during the first four-week period and at least \$26 during the second. The regular minimum for full-time adult workers is \$34 a week in centres with a population of over 5,000 and \$30 elsewhere.

The order also imposes a quota, providing that the total number of inexperienced employees employed by any employer may not exceed 25 per cent of the total number of workers employed in the garment industry. However, an employer who has fewer than four employees may hire one inexperienced garment worker.

Ambulance Industry

Order No. 34 (1962), the first such order to be issued in Alberta, applies to all persons employed as ambulance drivers and attendants by employers operating class A ambulances.

A class A ambulance is defined in the regulations under the Public Service Vehicles Act as a commercial ambulance operated in or out of the cities of Edmonton, Calgary, Lethbridge and/or suburbs thereof.

Ambulance drivers and attendants in this category must now be paid at least 85 cents an hour. For any period of employment of less than four consecutive hours, the minimum is \$3.40.

These employees are now permitted to work up to 10 hours in a day and up to 60 hours in a week at straight-time rates. However, if they work beyond these limits, they must be paid one-and-one-half their regular rate for every such hour worked.

The order further provides that, if these employees are customarily on duty between the hours of 6 p.m. and 8 a.m. and are provided with adequate sleeping accommodation, 14 hours of such duty is to be considered the equivalent of 10 hours of work.

Ambulance drivers and attendants are also granted a conditional exemption from the order dealing with split shifts, No. 21 (1952), which requires working hours to be confined within a 10- or 12-hour period following commencement of work, depending on the location. Order No. 34 (1962) provides that hours of work may be per-

formed within a 14-hour period following commencement of work in the case of employees normally employed between the hours of 6 p.m. and 8 a.m. and within a 12-hour period in the case of other employees. The order stipulates, however, that no employer may require ambulance drivers or attendants to work beyond these limits.

Commercial Travellers

The revised hours of work and minimum wage order for commercial travellers, No. 25 (1962), has a slightly broader coverage than the order it replaces. It applies not only to commercial travellers, commercial agents and salesmen for a commercial agent licensed under the Licensing of Trades and Businesses Act, automobile, truck and bus salesmen, but also covers mobile home salesmen, farm machinery salesmen and persons selling heavy duty construction and road construction equipment.

As previously indicated, the minimum wage for salesmen in these categories has been increased from \$30 to \$34 a week, the minimum set for employees in centres with a population of over 5,000 under Order No. 2 (1961). As formerly, the order permits wages to be adjusted so that every employee receives the minimum wage provided the period of adjustment does not exceed one month.

As before, these classes of salesmen are exempted from the general minimum wage orders and from the hours provisions of the Act, which means that they may work beyond the prescribed daily and weekly limits and are not entitled to overtime.

Social Welfare Workers, Other Employees

Order No. 33 (1962) applies to social welfare workers, probation officers, dairy inspectors, recreation directors and sanitary inspectors employed full-time and paid on a monthly basis by any city, town, new town, village, county, municipal district or health unit.

The new order permits these classes of employees to work beyond the daily and weekly limits set in the Act and in orders of the Board, and also exempts them from the split shift provisions. However, if these employees work beyond the prescribed limits, they must be granted a number of hours off duty with pay during regular working hours equivalent to one and one-half times the number of overtime hours worked. Employees who are granted time off are not entitled to overtime.

The hours off duty may be accumulated, in which case they must be granted at a time agreeable to both the employer and the employee. The order also stipulates

that accumulated hours off duty must be granted not later than immediately following the employee's next annual vacation.

British Columbia Hours and Wages Acts

The British Columbia Board of Industrial Relations has issued an order revising the list of officers authorized to issue overtime permits. It enables the Chairman of the Board, the chief industrial relations officer and the supervisor of the Vancouver office to issue temporary permits to industrial undertakings allowing employees, in exceptional cases, to work longer than eight hours in a day and 44 in a week.

The order further provides that industrial relations officers stationed outside the cities of Vancouver and Victoria may issue temporary permits extending hours for periods not exceeding two weeks.

The new order was gazetted March 22, replacing regulations made December 20, 1946 and November 7, 1952.

Manitoba Acts

Manitoba Barbers' Act

The regulations under the Manitoba Barbers' Act respecting the examination and licensing of barbers have been revised. The new regulations (Man. Reg. 23/62) apply in Metropolitan Winnipeg and in all other incorporated cities and towns in the province.

The same classes of licences are provided for master barbers, journeyman barbers and improver barbers, but some of the requirements have been changed.

A master barber's licence may now be issued only to a person with at least two years experience as a journeyman barber and authorizes the holder to operate a barber shop only at the address shown on the licence. The regulations also stipulate that no person may operate a barber shop or employ improver or journeyman barbers unless he holds a valid master barber's licence. They further provide that, if two or more barbers work in the same shop, at least one must have a master barber's licence in respect of that shop.

To qualify for a journeyman barber's licence, an applicant must have had a minimum of 18 months experience as a licensed improver barber in a shop operated by a qualified master barber, or must have worked as a barber for at least two years in another jurisdiction after a period of training as a student or apprentice barber. The holder of a journeyman barber's licence may work only in the employment of or in partnership with a master barber.

An improver barber's licence authorizes the holder to work under the direct supervision of a licensed master or journeyman barber. Such a licence may be issued to a person who has had not less than 1,000 hours training in a barber school registered under the Trade-schools Regulation Act, or has had equivalent training or experience in another province or country. A person who fails to attain the required pass mark for a journeyman barber's licence may also be granted an improver barber's licence on the recommendation of the Board.

With certain exceptions, journeyman and master barber licences expire on the March 31 following date of issue. An improver barber's licence ceases to be valid after the holder has been employed as a barber for 18 months. The holder of such a licence must then apply for a journeyman barber's licence if he wishes to continue to work as a barber. In no case will an improver barber's licence be valid after two years from date of issue.

As before, the regulations set a quota for improver barbers. A master barber may employ only one improver barber but may engage one additional improver barber for each additional two journeyman barbers employed in that shop. The regulations further stipulate that an improver barber must work under the direct supervision of a master barber and may not rent a part of a barber shop in which to carry on business as a self-employed person.

The regulations make it mandatory for barber shops to close on the seven statutory holidays specified.

Manitoba Hairdressers' Act

Regulations under the Manitoba Hairdressers' Act dealing with the licensing of hairdressers and hairdressing salons were gazetted as Man. Reg. 22/62 on March 17, replacing Man. Reg 6/45.

The new regulations have a somewhat wider coverage than the former regulations, applying in Brandon as well as in Metropolitan Winnipeg.

Four classes of licences are again provided for, but most of the titles have been changed. Instead of owners', master hairdressers', operators' and improvers' licences, the new regulations provide for hairdressing salon licences, operators' licences, improvers' licences and specialists' certificates.

A hairdressing salon licence authorizes the holder to operate a hairdressing business only at the address shown on the licence. A hairdresser holding either an operator's licence or an improver's licence may work in any licensed hairdressing salon.

A person with a specialist certificate for beauty treatment or manicuring may work only at the specialty described on the licence.

To qualify for a hairdressing salon licence, a person must have had at least two years experience as the holder of an operator's licence and must work in that hairdressing salon, or must employ at least one person with two or more years experience as the holder of an operator's licence.

A candidate for an operator's licence must have had a minimum of 12 months experience as a licensed improver hairdresser under the direct supervision of a person holding an operator's licence. A person with two or more years of acceptable experience in another jurisdiction may also apply for an operator's licence, provided he has worked as a hairdresser for at least one year after a period of training as a student or apprentice hairdresser.

An improver's licence may be issued to a person with a minimum of 1,000 hours of training in a hairdressing school registered under the Trade-schools Regulation Act who has qualified for an operator's licence examination but has failed to obtain the required pass mark.

Before any licence may be issued, the applicant must pass the prescribed examination and satisfy the Board of Examiners that he has had the required training and experience. However, the Minister of Labour may issue a hairdressing salon licence without examination to an applicant who is not himself a licensed operator but employs at least one person who is. The regulations also stipulate that a person applying for a hairdressing salon licence must satisfy the Board that his premises meet the standards laid down in the regulations under the Public Health Act.

Operators', specialists' and hairdressing salon licences will expire on March 31 following date of issue. An improver's licence will cease to be valid as soon as the holder has had 12 months experience in the trade, the regulations stipulating that the holder must then apply for examination for an operator's licence. In no case will an improver's licence be valid for more than two years from date of issue.

Unlike the former rules, the new regulations impose a quota on improvers. Only one improver hairdresser may be employed in a salon with only one licensed operator, the regulations further providing that one additional improver may be engaged for each two additional operators employed.

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance benefit at end of February down 17.5 per cent from total on same date last year, statistics* show. Included in the 718,700 claimants were 207,300 seasonal or fishing benefit claimants

Claimants for unemployment insurance benefit on February 28 numbered 718,700. This was nearly 3 per cent more than the January figure of 698,500, but for the second month in succession the total was about 17.5 per cent below that of the corresponding month in 1961. The February 1961 figure was 872,800.

The February total includes seasonal benefit and fishing claimants numbering 207,300, compared with 174,200 such claimants on January 31 and 249,600 on February 28, 1961.

The proportion of claimants entitled to seasonal benefit was 29 per cent, which was the same as last year.

Males accounted for more than 80 per cent of the decline from last year in the number of claimants. Claimants for regular benefit were 112,000 fewer than in 1961; seasonal benefit claimants, 42,000 fewer.

On February 1, claimants for benefit were estimated to amount to 17 per cent of the insured population. On the same date last year the proportion was 20 per cent.

Persons on continuous claim for 13 weeks or more comprised a quarter of the total on February 28, but more than a third of the female claimants were in this category.

Initial and Renewal Claims

Initial and renewal claims filed at local offices in February numbered 205,600, which was 114,600 fewer than in January and 29,000 under the total for February 1961.

Compared with the previous month, initial claims dropped 38 per cent and renewals 28 per cent. Compared with February 1961, both initial and renewal claims were 12 per cent fewer.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

About 97,600 or two-thirds of the February initial claims, were identified as new cases, the remainder being from persons exhausting regular* benefit and seeking re-establishment of credits, under either the regular or the seasonal benefit provisions. This reflects the shift from regular to seasonal benefit that accelerates as the winter progresses.

In December, for example, almost 90 per cent of the initial claims were classed as new cases. In January, this proportion was under 80 per cent. Since the minimum authorization on a regular claim is 12 weeks, exhaustions during January and February do not include persons establishing regular benefit during December or subsequently.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in February was estimated at 590,400, compared with 561,000 in January and 737,400 in February 1961.

Payments totalled \$58,000,000 almost the same as in January but \$13,000,000 less than the \$71,000,000 paid out in February 1961.

*The minimum authorization on seasonal benefit claims is 12 weeks (except where the commencement date is later than March 3); thus no exhaustions would occur before February 18. However, the chance that persons may exhaust seasonal benefit and re-file at once is very small, as they are not entitled to a second seasonal benefit, but must fulfil the usual requirements for regular benefit.

* See Tables E-1 to E-4 at back of this issue.

The average weekly payment was \$24.56 in February, \$24.57 in January, and \$24.07 in February 1961.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for February showed that insurance books or contribution cards had been issued to 5,044,685 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1961.

At February 28, registered employers numbered 336,115, a decrease of 322 since January 31.

Enforcement Statistics

During February, 10,087 investigations were conducted by enforcement officers across Canada. Of these 6,643 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions

and 178 were miscellaneous investigations. The remaining 3,266 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 257 cases, 59 against employers and 198 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 2,083.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in February totalled \$26,729,486.50, compared with \$30,371,516.41 in January and \$27,874,700.13 in February 1961.

Benefits paid in February totalled \$57,988,338.19, compared with \$57,799,309.93 in January and \$70,988,923.23 in February 1961.

The balance in the Fund on February 28 was \$104,618,453.34; on January 31 it was \$135,877,305.03 and on February 28, 1961 it was \$240,627,927.00.

Decision of the Umpire under the Unemployment Insurance Act

Decision CUB 1927, January 19, 1962

Summary of the Main Facts: The claimant, whose case has been selected as a test case, lost his employment as a coil assembler with the R..... company on September 28, 1960, in the following circumstances:

The company, manufacturers of motors, began operations in March 1960. The [union] obtained certification as bargaining agent on behalf of the hourly rated employees of the company and in May 1960, negotiations began on the terms and conditions to be incorporated in the first agreement. Several meetings were held between the employer and the union without successfully negotiating an agreement.

The matters in dispute, which were chiefly wages and seniority, were referred to both a conciliation officer and a conciliation board but still no accord was reached, and the union called a strike effective at 1.00 p.m. on September 28, 1960, thereby causing a complete cessation of operations at the company's plant. Picket lines were placed at the entrances to the employer's premises, but at no time did the pickets interfere with any person or vehicle entering or leaving the plant.

The workers whose conditions of employment were involved in the dispute were the hourly rated employees, viz., tool and

die makers, machine operators, coil assemblers, AC and DC motor assemblers, VS testers, flame cutting machine operator, selector, winder spreader, balancer and a notching press operator, tool crib attendant, shipper, receiving and general factory workers, and totalled 42 males and 4 females (42 of these employees were members of the union).

During the period February 20, 1961, to April 25, 1961, the employees at work were as follows:

February 20, 1961.....	6 employees
March 8, "	14 "
March 20, "	17 "
April 3, "	20 "
April 12, "	22 "
April 25, "	25 "

On May 26, 1961, however, the number of workers at work, including 12 union members who had returned to their jobs, was 23 only. (It would appear from the testimonies given before the board of referees that 13 other union members had submitted their resignations to the company and obtained employment elsewhere and that, of the 42 members of the union

*These do not necessarily relate to the investigations conducted during this period.

who had gone on strike, only 17 were still picketing the plant on May 26, 1961).

The claimant filed a renewal application for benefit on May 11, 1961, and was registered for employment as a service station attendant. In the application he stated:

The union members went on strike 28 Sept. 60 and are still on strike. I have been unemployed as of 29 Sept. 60 but was on strike and a member of the picket line. I usually spent 8 to 9 hours a day as a picketer. I am able and available to accept full-time employment.

The insurance officer disqualified the claimant and suspended benefit from May 7, 1961; on the ground that the claimant had lost his employment by reason of a stoppage of work due to a labour dispute at the premises at which he was employed, said disqualification to continue for so long as the stoppage continued (section 63 of the Act). In reaching his decision, the insurance officer commented:

... At the time this claimant made application for benefit on May 11th, 1961, there were approximately 22 or 23 hourly rated employees on strength. The number of employees working at this time represented approximately 50% of the 46 who were on strength when the strike commenced. . . As there were only approximately 50% of the hourly rated employees back to work in comparison to the number who went out on strike, it was reasoned that there had been no substantial resumption of work, and that neither the number of persons back to work nor the production attained met the 85% test considered reasonable by decisions of the Umpire. . .

From the decision of the insurance officer, the claimant appealed to a board of referees on May 24, 1961, and stated:

... My appeal is based on the following: on many occasions the Plant Manager and other officials of the R Company stated that when they had 22 workers in the plant, the plant would be able to resume normal operations. The company made these statements back as far as Feb. and March of this year. . .

On May 29, 1961, a representative of the union sent to the insurance officer photostated copies of newspaper clippings in which he had underlined certain statements made to the press by the manager of the plant. Those statements are contained in the following excerpts from the clippings:

March 14, 1961:

On Feb. 20 after the company delivered an ultimatum to the union members to either return to work or have the operation closed, six employees returned to work. Since then, an additional six men previously not employed by the firm have reported for work.

"This brings our work force to 12 men," commented the assistant plant manager of the Stratford operation.

"With only ten more workers, we will be in a position to resume complete operations here, and handle all business for the foreseeable future," he said.

March 16, 1961:

Twelve workers crossed the picket line at the R Ltd. plant this morning unmolested. A

reduced number of policemen stood by to ensure their safe conduct.

On Wednesday a seventh union member left the picket line. . . and returned to work.

Six other picketers returned to work on Feb. 20, after management delivered an ultimatum to either return to work, or have the operation closed.

Since then, six men previously unemployed by the strike-bound firm have been hired by its personnel office, and put to work. Twelve members of the total work force of 13 men reported to work this morning. One worker is reported sick at home.

"This brings our total work force to 13 men. We intend to continue to hire either persons previously unemployed by the firm, or such union members as might wish to return," said . . . , assistant plant manager.

"With 22 workers we will be able to handle any orders to be filled for the foreseeable future," he added.

March 20, 1961:

Two of the pickets returned to work this morning, along with another man previously not in the employ of the firm.

"This brings our work force to 16 men, and with six more we will have enough employees to resume full operations", said the assistant plant manager.

March 24, 1961:

The 42-member union local went on strike against [the R company] on Sept. 28, 1960, to support wage demands in a new working contract.

Nine of the union members have since abandoned the picket line and returned to work. In addition to these, eight men previously not in the employ of the firm have been hired and put to work. This puts the plant work force at 17 men.

[The] assistant plant manager said earlier, "with 22 employees, we will be able to resume complete operations here and handle all business for the foreseeable future."

April 3, 1961:

The work force at [the R company] factory swelled to 20 people today. Two new female employees, previously not in the employ of the firm, reported to work this morning.

All of the workers crossed the picket line. . . unmolested.

Of the 42 members of the union local who went on strike against the firm on Sept. 28, 1960, only 33 remain. Nine have returned to work.

[The] plant manager reported that a work force of 22 employees is needed by the firm to resume full operation.

April 25, 1961:

[The] plant manager said today that 12 of the union members have returned to work, and eight have turned in their resignation, and left both the firm and the union.

"The plant is operating quite normally," [he] said.

He reported that the work force at the plant consists of 25 men and women in the factory, and 16 people employed in the offices.

"For the past week or more, there have been 41 workers going in and out of the plant, across a picket line of 12 or 13 people, at the most" said [plant manager].

In his written submission to the board of referees, the insurance officer included, *inter alia*, the following considerations:

(d) The local office were asked to check with the employer and establish the date on which the number of employees back to work

reached 22. It was established that for the first time there were 22 employees back to work on April 12th, 1961, and this group comprised both former and new employees.

(e) The insurance officer considered the presence of the picket line was undoubtedly hampering the operations of this plant. The manager advised the local office that production was slightly in excess of 50%; in turn, with approximately 23 out of 46 employees back to work, indicated that no substantial resumption of work had occurred to date. The limited operations of the plant appeared to be directly attributable to the labour dispute. Under these circumstances the insurance officer considered this claimant, and all others similarly disqualified, were still subject to disqualification under the provisions of section 63 of the Act, and therefore referred the test appeal to the board of referees for their decision.

(f) Consideration would be given however to any disqualified employee who submitted information to suggest that he could be considered as having satisfied the conditions for entitlement to relief under section 63(b) or (c) of the Act.

A board of referees heard the case on June 26. The claimant was represented at the hearing by two officials of his union. The Company was unrepresented.

One union official submitted that "a reasonable and substantial resumption of work" had taken place at the company's plant on April 25, 1961. He based his contention on the statements made to the press by the plant's manager, and also on a statement made on March 13, 1961 by the company's counsel at the last meeting of the negotiating committee.

The union official called as a witness a man who was at that meeting and asked him to tell the board of referees of the statement made by the company's counsel. In his reply he said that the company's counsel had said: "...our business in the foreseeable future is such as will not permit us to re-employ more than 10 additional people, giving us a total of 22."

The witness said this indicated that at that time the company had about a dozen employees in the plant, and that the company believed they had no requirement for staff in excess of 22. The negotiating committee interpreted the counsel's statement that way.

In answer to questions from the chairman of the board of referees, the union official said the company had been hiring "practically everyone who was interested in a job there up until the required 22 or 25 employees." Some of the key personnel had returned to work and the new employees were hired whether or not they knew anything about the work, he said.

The board, by a majority decision, upheld the decision of the insurance officer and dismissed the appeal. The board's decision reads in part:

[The union official] stressed the point that the plant was back to normal production. This point could not be proved by [him]. He is dealing with a plant on strike that would not receive orders because of this strike. It is therefore reasonable to consider that full production has not been achieved with the present staff. . . .

. . . The majority of the board considers that a reasonable or substantial resumption of production of which the plant is capable has not occurred within the meaning of Sec. 63 of the U.I. Act. . . .

The dissenting member stated in part:

. . . The employer did not appear either to produce evidence or to repudiate that submitted by the claimant.

In view of the statements made by the plant manager, and quoted by the press, it is my opinion that the work stoppage has ended. [The plant manager] was quoted as saying that shipping and receiving were being carried on across the picket line without interference. It is my opinion that because of the length of time this strike has been in progress the picket lines would have little effect on the operation of the plant. It also appears to me that the company, as early as March 1961, set a standard or quota of 22 workers and said that when 22 workers returned, they would be able to produce enough to satisfy the production needs. At no time did the company representatives make a statement to the effect that the plant would be kept open for those who wished to work, but did in fact set this figure of 22 as being sufficient to meet their production needs.

With due regard for past decisions of the Umpire I feel that the figure of 85% is not realistic in this case as this company may find it economically impractical to ever return to that production figure.

Because of these reasons I find that the work stoppage has ended, and as April 12, 1961 was the first day on which 22 employees reported for work it is my further decision that this date, April 12, 1961, was the date on which the stoppage ended.

The insurance officer's decision should be reversed and the claim allowed.

The union of which the claimant is a member appealed to the Umpire on July 7, 1961, and stated in part:

. . . It is our submission that the insurance officer, in the first instance, erred in his interpretation of section 63 of the Unemployment Insurance Act, and that this error was continued in the decision rendered by the majority of the board of referees, namely the employer's representative and the chairman of said board.

The union submitted all the pertinent evidence, both oral and written, to the board of referees, and the union intends to rely on the said evidence in its appeal before the Umpire.

It should be pointed out that none of the evidence submitted by the union before the board of referees was contradicted by anyone including the management of the company; in fact the management of the company were not represented at the hearing, therefore our evidence was uncontradicted. It will be noted that in the last paragraph of the brief statement of facts set out in the record of pro-

ceedings and decision of board of referees, the majority of the board of referees have chosen to stand justice on its head. On the other hand we subscribe to the views and opinions expressed in the minority report...

On September 13, 1961, the Assistant Legal Adviser of the Commission forwarded to both the office of the Umpire and to the union's Director of Organization a photostatic copy of a letter from the Manager, Industrial Relations, of the R..... Company to the Regional Office of the Unemployment Insurance Commission at Toronto, dated June 6, 1961, together with a copy of his covering letter to the Director of Organization. This letter reads in part:

...This evidence was not available to the board of referees. It is felt that the letter is of sufficient importance that the same should now be brought into evidence prior to the final adjudication of the case in order that proper jurisprudence will be established. The reason that the letter dated June 6, 1961 was not introduced into evidence at the hearing of the board of referees was because of [the sender's] statement in the final paragraph of his letter to the effect that such information was of a confidential nature. [The Assistant Legal Adviser] has since been talking to him on the telephone and he has now consented to the same being introduced as evidence notwithstanding his previous remarks...

On September 15, 1961, J. A. MacDonald, a solicitor of the Legal Branch of the Commission, delivered to the Registrar of the Umpire a letter from the industrial relations manager to that Branch, also dated September 13, 1961.

An oral hearing was held before the Umpire in London, Ont., on September 18, 1961. The union's Director of Organization represented the claimant. The Commission was represented by J. A. MacDonald.

At the commencement of the hearing, the union official strongly objected to the inclusion in the evidence of the letters sent by the industrial relations manager, for the following reasons: (1) The information contained in those letters could not be classified as new facts and should not be admitted as such before the Umpire. (2) He was not so concerned about what was contained in the letters, but about the fact that what was said therein was not part of the "official" evidence when the board of referees heard the case on June 26, 1961. He contended that as the employer had requested the information to be kept confidential, then it should have been so kept and, more important, it should not have been shown to the insurance officer or to "certain members" of the board of referees, particularly as the claimant's representative was completely unaware of its existence and was not given the opportunity to rebut the information.

With regard to the merit of the question involved in the case, viz., that a substantial resumption of work occurred at the plant on or before April 25, 1961, he stated that if the board of referees had decided the case solely on the basis of the evidence which was "officially" before it, it could not but have maintained the claimant's appeal. The statements made to the press were at no time denied by the responsible official of the company who had made them and the union had them corroborated, so to speak, by a witness who heard the company's counsel repeat, in the presence of and without any objection being raised by the writer of the letters dated June 6 and September 13, 1961, substantially the same statement during the last meeting of the negotiating committee before the Chief Conciliation Officer.

He pointed out further that all that evidence was placed before the board on behalf of the claimant, and as the company did not see fit to have witnesses nor a representative attend the hearing, such evidence was at no time refuted and, therefore, must stand. Consequently, on the basis of the official evidence, the board of referees erred in concluding, in its majority decision, that the union representative had been unable to prove his contention, viz., that the plant was back to normal. It erred also in stating that the plant "would not receive orders because of the strike," as there was no definite evidence to support such a view before the board.

He ended his remarks by saying he shared the opinion of the dissenting member of the board that, as the employer did not appear before the board either to produce evidence or to repudiate the evidence produced by the claimant, the proof adduced on the latter's behalf showed that the stoppage of work had ended on April 12, 1961, the first day on which 22 employees, the quota set by the employer, had reported for work since the beginning of the strike.

Mr. MacDonald stated, *inter alia*, that according to the established jurisprudence, the question whether a stoppage of work had terminated was a question of fact and that, as the evidence showed that at no time since the commencement of the strike the working force had reached 85 per cent of what it was before the strike, the board of referees had naturally followed the jurisprudence in deciding that the stoppage of work had not terminated.

On October 12, 1961, the Legal Adviser of the Commission, with the permission

of the Umpire, produced written arguments to which the union's Director of Organization replied on October 16.

Considerations and Conclusions: The first one of the reasons put forward by the Director of Organization in support of his objection to the inclusion in the evidence of the two letters in question is, in itself, sufficient justification for me to maintain his objection, as the information contained in those letters does not fulfil the conditions which, according to the jurisprudence established by the Umpire in decisions CUB 1129 and 1675, must be fulfilled before any fresh information can be included in the evidence and considered on the grounds of new facts; consequently, it is not necessary for me to deal with his second contention set forth above.

With regard to the merit of the question at issue, the criterion suggested by Mr. MacDonald, in my opinion, is not the proper one in the present case. As laid down in several decisions of the Umpire, a "stoppage of work" refers primarily not to the cessation of the workers' labour, but to a stoppage of the work normally carried on in the premises at which the workers are employed. If at any time after the commencement of a stoppage, an employer chooses to prolong a stoppage to suit his own convenience, the workers' employment is no longer lost by reason of a stoppage of work due to a labour dispute.

In the present case, there is definite evidence that, at some time during the stoppage, the employer decided he would,

for an undetermined period of time, be satisfied with whatever production could be achieved through the work of 22 employees and when that number was reached, he stated "the plant is operating quite normally" and refused to hire more persons.

There is evidence also that at no time did the pickets interfere with any person or vehicle entering or leaving the plant. The statement made in the majority decision of the board, namely, that the plant would not receive orders because of the strike, is not supported by any definite or even convincing evidence. I think it can be safely said that in most instances after a prolonged stoppage there is often a difficulty in securing new orders and in recovering lost trade, but the effect of these causes is so speculative that a continuance of a shortage of work due to them cannot be regarded as a stoppage of work due to the labour dispute, though it may be connected therewith.

In view of the foregoing, I share the opinion expressed by the dissenting member of the board of referees, namely, that, as the employer did not appear before the board either to produce evidence or to repudiate the evidence produced by the claimant, the proof adduced on the latter's behalf showed that the stoppage of work had ended on April 12, 1961, it being the first day on which 22 employees, the quota set by the employer, reported for work since the beginning of the strike.

For the above reasons, I decided to allow the Union's appeal.

Monthly Report on N.E.S. Operations

During March, the major indicators of National Employment Service operations continued to show a pattern of increase over the corresponding period a year ago.

Some 98,000 vacancies were notified to National Employment Offices, an increase of 21.7 per cent over March 1961. Vacancies for men, at 60,900, were higher than a year earlier by 23.7 per cent, and vacancies for women increased by 18.5 per cent to a total of 37,100.

Vacancies notified during the first quarter of 1962, totalling some 278,400, were higher than during the first three months of every year since 1947.

Placements effected in March, numbering some 77,500, showed a proportionate increase of 21.4 per cent over the same month last year. Some 50,000 were placements

of men, a yearly increase of 20.6 per cent; placements of women rose by 22.8 per cent over last year.

All regions of the National Employment Service reported yearly increases. Percentage increases were:

Atlantic	11.8
Quebec	22.2
Ontario	24.3
Prairie	19.1
Pacific	21.3

Placements effected during the first quarter of 1962, amounting to some 225,000, exceeded those during corresponding periods in every year since 1945.

(Continued on page 592)

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during March

Works of Construction, Remodelling, Repair or Demolition

During March the Department of Labour prepared 322 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 130 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition 184 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Departments of Defence Production, Mines and Technical Surveys, Northern Affairs and National Resources, Post Office and Public Works.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in March for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	192	\$1,799,821.00
Post Office	11	407,437.66
Royal Canadian Mounted Police	13	402,308.48

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate, but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during March

During March the sum of \$14,749.80 was collected from 21 contractors for wage arrears due their employees as a result of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 335 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during March

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Charlottetown P E I: Borden T Myers, construction of dairy barn extension, Experimental Farm. *Harrow Ont:* Brimmer Electric & Plumbing Co Ltd, construction of temporary power house & supply & installation of two high pressure oil-fired boilers & ancillary equipment. *Kapuskasing Ont:* Mattagami Construction Co Ltd, extension to steel implement shed, Experimental Farm, Research Branch. *Craik Sask:* Pidskalney & Paulsen Construction Ltd, construction of Craik Community Project. *Scott Sask:* Wolfe Construction Ltd, construction of drying shed & threshing rooms, Experimental Farm.

Atomic Energy of Canada Limited

Whiteshell Man: Allan Bruchanski, plant site property boundary clearing, Nuclear Research Establishment.

Central Mortgage and Housing Corporation

Greenwood N S: Valley Services Ltd, installation of fire alarm system for 300 housing units (DND 10/59). *Halifax N S:* Conniston Construction Co Ltd, site improvement & planting for 348 housing units at Mulgrave Park (FP 2/57). *Montreal Que:* Aristide Dupius, interior painting of housing units, Benny Farm & Villeray Terrace; A Fisher & Co, interior painting of housing units, Cloverdale Park Apts; Jean Hayart, interior painting of housing units, Place Gouin; F W Hill Co, interior painting of housing units, Terrasse St Michel; J A Albert Jean Co Ltee, interior painting of housing units, St Georges Gardens.

In addition, this Corporation awarded 14 contracts containing the General Fair Wages Clause.

Department of Citizenship and Immigration

Shubenacadie Indian Agency N S: Milton B Cox, interior renovations, Shubenacadie IRS. *Kenora Indian Agency Ont:* James Ratchford Plumbing & Heating, improvements to washrooms facilities, Cecilia Jeffrey IRS. *Touchwood Indian Agency Sask:* Hancock Plumbing Ltd, installation of mechanical equipment & alterations to Muscowequan IRS. *Blood Indian Agency Alta:* Remington Construction Co Ltd, construction of sewage collection & disposal system, St Mary's IRS. *Edmonton Indian Agency Alta:* Rosen Construction Co Ltd, repairs to staff residences, Edmonton IRS. *Hobbema Indian Agency Alta:* Vogel Bros Construction, construction of road, Erminskin Reserve; R B Construction Ltd, stuccoing 38 houses, Hobbema IR; Didrikson Construction Ltd, construction & graveling of road, Samson IR. *Kwawkwalth Indian Agency B C:* McGinnis Construction Ltd, plumbing improvements, Alert Bay IRS.

Defence Construction (1951) Limited

Summerside P E I: Nordbec Construction Inc, construction of tacan bldg & tower, RCAF Station. *Greenwood N S*: M F Schurman Co Ltd, construction of tacan bldg & tower, RCAF Station. *Halifax N S*: Western Plumbing & Heating Co Ltd, supply & installation of expansion joints, anchors, guides, etc in steam line, Seaward Defence Jetty; E J Ludford Line Construction Ltd, reconstruction of overhead power line, HMC Dockyard. *Chatham N B*: Nordbec Construction Inc, construction of liquid & gaseous oxygen storage bldg & services, RCAF Station. *Bagotville Que*: Nordbec Construction Inc, construction of tacan bldg & tower, RCAF Station. *Val d'Or Que*: P A L'Ecuyer Co Ltd, construction of readiness hangar, APU & personnel accommodation bldgs, RCAF Station. *St Jean Que*: Vermont Construction Inc, construction of central heating plant, RCAF Station. *Centralia Ont*: Logan Contracting Ltd, construction of fire hall, Stage 1, RCAF Station. *Winnipeg Man*: Peter Leitch Construction Ltd, construction of CE Bldg with services, RCAF Station. *Comox B C*: Commonwealth Construction Co Ltd, construction of liquid & gaseous oxygen storage bldg, RCAF Station. *Victoria B C*: Commonwealth Construction Co Ltd, construction of barrack block, Workpoint Barracks. *Various localities*: Three contracts in the restricted category.

Building and Maintenance

Camp Gagetown N B: Joseph Downey & Son, interior painting of 450 PMQs. *Valcartier Que*: Tri-Bec Inc, electrical renovations, etc, in Bldg 85, Camp. *Petawawa Ont*: Evans Contracting Co Ltd, construction of vehicle compound, Camp; Bedard-Girard Ltd, rewiring & relighting Bldg P-1, Camp. *Gimli Man*: Hurdey Construction Ltd, supply & installation of steel windows & wood frames etc, RCAF Station.

In addition, Defence Construction (1951) Ltd, awarded four contracts containing the General Fair Wages Clause.

Department of Defence Production

Cornwallis N S: M L Foster, interior painting of Bldg 44-2 with fire retardant paint, HMCS Cornwallis. *Shearwater N S*: Standard Construction Co Ltd, renewal of floor coverings in various bldgs, RCN Air Station. *Saint John N B*: Sterling Electric Service, supply & installation of fire alarm system in various bldgs, HMCS Brunswick. *Montreal Que*: W Collin Enrg, interior painting of drill hall, 175 Craig St East. *St Hubert Que*: Cara Development Corporation Ltd, sandblasting of hangars, RCAF Station. *Camp Borden Ont*: Amalgamated Building Co, supply and erection of prefabricated bldg. *Hagersville Ont*: Toten Construction Co Ltd, kitchen renovations in bldg 11, Military Camp. *Kingston Ont*: Westeel Products Ltd, replacing window mechanisms, Vimy Barracks. *Picton Ont*: Fiber-Plast Co Ltd, interior repair & refinishing of mess hall, Camp. *Rockcliffe Ont*: Weather-Proofing Ltd, repairs to steam & condensate lines, RCAF Station. *Stittsville Ont*: J G Tompkins & Co, erection of Steelex bldg. *Prince Albert Sask*: H Hawksworth, installation of tiling in floor areas, Armoury. *Penhold Alta*: Sheet Metal Enterprises, modification to ventilation system in RXTX Bldg 65, RCAF Station. *Various locations in Alberta*: Nick Corradetti, construction of below-ground fallout shelters; Nick Corradetti, construction of fallout reporting posts.

In addition, this Department awarded 104 contracts containing the General Fair Wages Clause.

Department of Mines and Technical Surveys

The Department awarded three contracts containing the General Fair Wages Clause.

Department of Northern Affairs and National Resources

Grand Pre N S: R B Havill Ltd, construction of service bldg in Grand Pre National Historic Park. *Waterton Lakes National Park Alta*: Conniston Construction Co Ltd, landscape development of swimming pool area.

In addition this Department awarded six contracts containing the General Fair Wages Clause.

Post Office Department

The Department awarded one contract containing the General Fair Wages Clause.

Projects Assisted by Federal Loan or Grant

Paris Ont: Kedrosky Contractors Ltd, construction of sewage treatment plant, etc, Contract A; Johnson Bros Ltd, construction of trunk sanitary sewer system, pumping

station, manholes & service connections, Contract B. *Trenton Ont*: The Tatham Construction Co, construction of trunk sewer.

Department of Public Works

Fogo Nfld: Twillingate Engineering & Construction Co Ltd, installation of water supply & sewage disposal system, RCMP Bldg. *Judes Point P E I*: Ralph Ford, repairs to wharf & construction of landing. *Port Bickerton West N S*: Colin R MacDonald Ltd, breakwater extension. *Sandy Cove (East) N S*: E K Potter Ltd, construction of skidway. *Desjardins Que*: Quewest Construction Ltd, wharf demolition. *Lac Nominigue Que*: Borromee Lalande, renewal of decking system. *Magpie Que*: Landry Construction Inc, construction of landing pier. *Metabetchouan Que*: Real Nault, construction of post office bldg. *Montmagny Que*: Jean-Paul Bouchard, interior repainting, federal bldg. *Montreal Que*: McGill Window Cleaning Co, cleaning windows of federal bldgs; Allied Building Services Ltd, cleaning interior, etc, Customs Examining Warehouse. *Pierreville Que*: Les Entreprises Sorel Enrg, construction of low landing. *St Theodore de Chertsey (Lac Beau-lac) Que*: Clement Grenier, construction of wharf. *Acton Ont*: Wilchar Construction Ltd, construction of federal bldg. *Drayton Ont*: Brown Bros, construction of post office bldg. *Dunnville Ont*: B W McPherson, additions & alterations to federal bldg. *Flesherton Ont*: Irwin Construction, construction of post office bldg. *Galt Ont*: Renwick Construction Ltd, alterations to federal bldg. *Kingston Ont*: The Holdcroft Construction Co Ltd, repairs to waterline. *Long Lac Ont*: George John Matson, construction of post office bldg. *L'Orignal Ont*: G A Crowe Construction, removal of wharf remains. *Norwood Ont*: Miron-Lassing & Associates Ltd, construction of post office bldg. *Ohsweken Ont*: Cromar Construction Ltd, construction of school, etc, Six Nations Agency. *Ottawa Ont*: A Lanctot Construction Co Ltd, construction of bus shelter, Confederation Heights; Sanco Ltd, cleaning interior, etc, Postal Station "E", Fourth Ave; Rideau Plumbing & Heating Ltd, supply & installation of hot water tanks with related work at National Research Council, Sussex Drive; Tippet-Richardson (Ottawa) Ltd, moving storage material from Blackburn Bldg basement & 321 Palace St to P O Financial Bldg basement, Confederation Heights; Beaudoin Construction Ltd, interior alterations in certain areas, Justice Bldg, Wellington St; D J White Cartage, moving museum specimens, canoes & totem pole from Cote Bldg, Hull, Que, to be hoisted to fourth floor of Victoria Museum; Quebec Window Cleaning Co Ltd, cleaning interior of Insurance Bldg, Confederation Heights; Acme Services & Maintenance Co, cleaning interior, etc, Colonel By Towers, Bronson Ave; Allied Building Services Ltd, cleaning interior, etc, Empire Bldg, Laurier Ave & O'Connor St; Russ Wilson Co Ltd, alterations & repairs, Daly Bldg & Temporary Bldg No 9. *Pakenham Ont*: Jean-Marie Cote, construction of post office bldg. *Port Stanley Ont*: Elgin Construction Co Ltd, east break-water repairs. *Winnipeg Man*: Johnson Cartage, removal of garbage, ashes, etc from federal bldgs. *Winnipeg Beach Man*: Selkirk Lumber Co Ltd, construction of post office bldg. *Churchbridge Sask*: Sweinbjornson & Sons, construction of post office bldg. *Duck Lake Sask*: C M Miners Construction Co Ltd, construction of federal bldg. *Hodgeville Sask*: Jacob's Construction, construction of post office bldg. *North Portal Sask*: N J Kuster, construction of Customs Examining warehouse & installation of water services. *Saskatoon Sask*: Piggott Construction Ltd, alterations to federal bldg. *Banff National Park Alta*: Bird Construction Co Ltd, construction of 40 Mile Creek Bridge, Banff-Norquay access road. *Gibsons Landing B C*: Pacific Piledriving Co Ltd, float renewal. *Mclvor's Landing B C*: The Fraser River Pile Driving Co Ltd, harbour improvements. *Tofino B C*: Victoria Pile Driving Co Ltd, harbour improvements (wharf repairs). *Yellowknife N W T*: Poole Construction Co Ltd, dormitory addition to Hostel, Sir John Franklin School; O I Johnson Construction Ltd, construction of children's receiving home.

In addition, this Department awarded 52 contracts containing the General Fair Wages Clause.

The St. Lawrence Seaway Authority

Lachine Que: The Canadian Structural Steel Works Co Ltd, permanent repairs to Bridge No 8, Lachine Canal. *St Lambert & Beauharnois Que*: Annett Chemicals Ltd, grouting of Locks. *St Lambert & Cote Ste Catherine Que*: Payette Construction Ltee, hauling & placing riprap along canal banks between St Lambert Lock & Cote Ste Catherine Lock. *St Catharines Ont*: Dominion Bridge Co Ltd, modification of bridges Nos 11, 12, 16, 18 & 21 for diesel standby power, Welland Canal; Dominion Bridge Co Ltd, restoration of profile of grooves in journals of crown sheave bearings of vertical lift bridges Nos 5, 10 & 17, Welland Canal; Aiken & MacLachlan Ltd, reconstruction of part of lower entrance wall, Lock 3, Welland Canal.

(Continued on page 592)

PRICES AND THE COST OF LIVING

Consumer Price Index, April 1962

The consumer price index (1949=100) rose 0.5 per cent, from 129.7 to 130.3, between March and April.* Increases occurred in the food, clothing, transportation, health and personal care, and tobacco and alcohol indexes. The housing index was unchanged and the recreation and reading index declined fractionally.

The food index was up 1.1 per cent, from 124.4 to 125.8, as seasonally higher prices were reported for most fruits and vegetables, particularly cabbage, lettuce, celery and apples. Price increases occurred also for beef, some pork items, chicken and bread. Prices were lower for eggs, frozen orange juice, fresh tomatoes, chocolate bars, and fats, including butter.

The housing index was unchanged at 134.0. The shelter component was unchanged and a fractional decline in the household operation component was not sufficient to move the index.

In shelter, rents continued to show stability: the national index of rents was unchanged for the seventh successive month and was only fractionally above the level of a year ago. In contrast, the index for home-ownership continued to edge up in April to stand 1.8 per cent above its April 1961 level. The slight drop in the household operation component of housing resulted mainly from lower electricity rates in Vancouver and Victoria; the decrease more than balanced somewhat lighter prices for appliances and other homefurnishings. Most household supplies were higher in price.

The clothing index moved up 0.3 per cent, from 112.9 to 113.2, as prices for men's and children's wear, footwear and piece goods were higher. Some of this movement reflected changes from sale price levels in previous months.

The transportation index rose 0.2 per cent, from 139.9 to 140.2, as a result of price increases for automobile repairs in the automobile operation component and higher fares for air travel in the travel component.

The health and personal care index increased 0.6 per cent, from 157.2 to 158.1, as both the component indexes were up. In health care, higher fees were reported for doctors, dentists and optical care, but pre-

paid medical care premiums were down for one plan in British Columbia. The increase in personal care reflected higher prices for toilet soap in personal supplies and men's haircuts in personal services.

The recreation and reading index decreased 0.1 per cent from 146.7 to 146.6. Lower prices for radios and television sets in the recreation component outweighed price increases for magazines in the reading component.

The tobacco and alcohol index rose 0.3 per cent, from 117.5 to 117.9, as a result of higher prices for alcoholic beverages in Quebec and Ontario.

In April 1961, group indexes were: food 123.9, housing 133.2, clothing 111.9, transportation 141.0, health and personal care 155.3, recreation and reading 145.5, tobacco and alcohol 115.8.

City Consumer Price Indexes, March 1962

Consumer price indexes (1949=100) declined in five of the ten regional cities between February and March, increased in three and remained unchanged in the other two.*

Decreases ranged from 0.1 per cent in both Saint John and Edmonton-Calgary to 0.4 per cent in Vancouver. Increases of 0.1 per cent occurred in St. John's and Saskatoon-Regina, and of 0.2 per cent in Winnipeg.

Food indexes declined in eight cities and increased in two cities. Shelter indexes were unchanged in six cities, decreased in three and increased in the other city. Clothing indexes were up in all ten regional cities. Household operation indexes rose in seven cities, were unchanged in two and declined in the remaining city. Other commodities and services indexes were unchanged in six of ten regional cities, declined in two and rose in the other two.

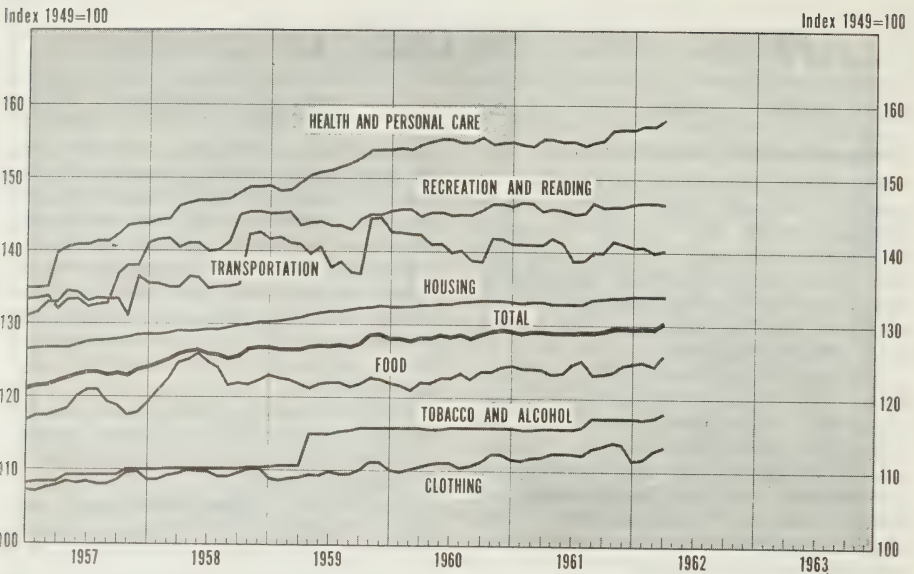
Regional consumer price index point changes between February and March were as follows: Vancouver -0.5 to 129.1; Ottawa -0.3 to 130.7; Halifax -0.2 to 129.4; Saint John -0.1 to 130.6; Edmonton-Calgary -0.1 to 125.0; Winnipeg +0.2 to 128.3; St. John's +0.1 to 116.7; Saskatoon-Regina +0.1 to 126.8. Montreal and Toronto remained unchanged at 130.1 and 131.7 respectively.

* See Table F-2 at back of book.

† On base June 1951=100.

* See Table F-1 at back of this issue.

CONSUMER PRICE INDEX



Wholesale Price Index, March 1962

Canada's general wholesale price index (1935-39=100) eased off in March to 237.1 from 237.2 in February, but was 2.5 per cent above the March 1961 index of 231.3. Three of the eight major group indexes declined and the remaining five rose.

Animal products group index decreased 0.6 per cent in March, to 255.0 from 256.6. The index for non-ferrous metal products edged down to 188.0 from 188.1 and that for iron products to 257.5 from 257.6.

Textile products group index rose 0.4 per cent in March, to 239.1 from 238.2. Chemical products group index edged up to 190.2 from 189.9; vegetable products group index to 210.5 from 210.2, wood products group index to 310.0 from 309.8, and non-metallic mineral products group index to 187.8 from 187.7.

U.S. Consumer Price Index, March 1962

For the second month in succession, the United States consumer price index (1957-59=100) has risen to a record high. The 0.2-per-cent rise between mid-February and mid-March, from 104.8 to 105.0, was

attributed chiefly to higher prices for apparel and services.

On the former 1947-49 base, the March index rose from 128.2 to 128.8. In March 1961, the index on this base was 127.5.

British Index of Retail Prices, February 1962

The British index of retail prices (Jan. 17, 1956=100) rose slightly to a new record between mid-January and mid-February, increasing from 117.5 to 117.6. The group indexes for food, housing, fuel and light remained unchanged; in the seven remaining groups there was little change.

In February 1961 the index was 112.3.

The British index of retail prices is being revised on the basis of January 16, 1962=100, and on a different weighting basis. In mid-February it stood at 100.1 on the new base.

The index numbers for all items in the two series on the two bases can be linked together to produce a continuous series of figures showing the change in the level of prices compared with the level at the starting date of the index, viz., January 17, 1956.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 163

Aged

1. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. RESEARCH AND STATISTICS DIVISION. *Legislative Measures affecting Living Accommodation for Elderly Persons in Canada*. Ottawa, 1961. Pp. 181.

2. NATIONAL COUNCIL ON THE AGING. *Utilization of Older Professional and Scientific Workers*. New York, 1961. Pp. 20.

A survey of older professional and technical workers showed that there was a "substantial reservoir of able and willing skills looking for productive utilization." Makes recommendations for the utilization of these older workers.

3. REGIONAL CONFERENCE ON AGING, NEW YORK, 1961. *Regional Conference on Aging, New York, N.Y., June 1-2, 1961*. New York, U.S. Department of Health, Education, and Welfare, Region II, 1961. Pp. 57.

Representatives from the state Governments of Delaware, New York, New Jersey, and Pennsylvania and from the federal Government attended this conference. Reports from each state and four workshop reports on employment and rehabilitation, education, welfare and housing, and health were presented.

4. SEMINAR ON AGING AND SOCIAL HEALTH, MERANO, ITALY, 1957. *Aging and Social Health in the United States and Europe; Report of an International Seminar*. Compiled and edited by Clark Tibbitts. Ann Arbor, published and distributed for the Social Science Research Committee, International Gerontological Association, by the Division of Gerontology, University of Michigan, 1959. Pp. 186.

Annual Reports

5. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Working and Living Conditions in Canada*. 10th ed., April 1961. Ottawa, Queen's Printer, 1961. Pp. 76.

6. GREAT BRITAIN. ADVISORY COUNCIL ON SCIENTIFIC POLICY. *Annual Report, 1960-1961*. London, HMSO, 1962. Pp. 24.

7. QUEBEC (PROV.). DEPARTMENT OF LABOUR. *General Report on the Activities of [the] Department during the Financial Year ending March 31, 1961*. Quebec [1961?]. Pp. 337. Text in English and French.

Canada at Work Broadcasts

The following nine broadcasts were sponsored and issued by the federal Department of Labour in Ottawa in 1961:

8. ANDRAS, ABRAHAM. *Retirement Practices and their Implications*. Pp. 4.

The speaker is director of legislation, Canadian Labour Congress.

9. BRYCE, W. ARCH. *Safety on the Highway*. Pp. 5.

The speaker, executive director of the Canadian Highway Safety Council, spoke about "Safe Driving Week" observed throughout Canada in 1961 during the first week in December.

10. CLARE, JAMES L. *Do you support your Pension Plan—or does your Pension Plan work for you?* Pp. 5.

The speaker, an actuarial consultant, talked about pension plans and the effect they have on the hiring and retention of older men and women.

11. FORTIER, LAVAL. *Plan Now—Winter Work Campaign*. Pp. 4.

The speaker, chief commissioner of the Unemployment Insurance Commission, discussed the winter work campaign and how the National Employment Service of the Unemployment Insurance Commission assists in aiding the campaign.

12. GRANT, D. K. *Occupational Medicine and the Older Worker*. Pp. 5.

The speaker, director of medical services, Hydro-Electric Power Commission of Ontario, spoke about occupational medicine in relation to the older workers in industry.

13. MACARTHUR, A. F. *Finding Jobs for Older Workers*. Pp. 4.

The speaker, a commissioner of the Unemployment Insurance Commission, told how the National Employment Service helped to place older workers.

14. ROYCE, MARION V. *The Older Woman and the Working World*. Pp. 4.

The speaker is director of the Women's Bureau of the federal Department of Labour.

15. STARR, MICHAEL. *The Older Worker and the Community*. Pp. 5.

The federal Minister of Labour spoke about some of the special problems facing the older worker in his search for employment.

16. THRASHER, RICHARD DEVERE. *Winter Employment*. Pp. 5.

The speaker is a member of Parliament and Parliamentary Secretary to the Minister of Labour. He told how the "Do It Now" campaigns help to increase employment during the winter months.

Conferences

17. CANADIAN BAR ASSOCIATION. *Papers presented at the Annual Meeting, Winnipeg, 1961*. [Toronto? 1961]. Pp. 368.

Contains, among other papers, "Labour Courts in Quebec and latest Amendments to the Labour Relations Act," by Paul F. Renault.

18. CENTRAL STATES FARM PLACEMENT CONFERENCE, NEW ORLEANS, 1960. *Panel: The Impact of Mechanization and Technology on Agricultural Labor*. Members: Ernest Warnecke [and others. New Orleans?] 1960. 1 Volume (various pagings).

19. CONFERENCE ON ACADEMIC AND INDUSTRIAL BASIC RESEARCH, PRINCETON UNIVERSITY, 1960. *Proceedings*. Washington, National Science Foundation, 1961. Pp. 87. Sponsored by the National Science Foundation.

Topics discussed at conference: Role of Government, Industry, and the University in Basic Research; Industrial Experience in Basic Research; Interdependence of Academic and Industrial Basic Research; and Managerial and Personnel Problems in Research Laboratories.

20. CONFERENCE ON ERGONOMICS IN INDUSTRY, LONDON, 1960. *Proceedings*. London, HMSO, 1961. Pp. [190].

Ergonomics is defined as "fitting the job to the worker". One of the speakers said, "The chief practical aim of ergonomics is to improve a worker's productivity by giving him a working environment which is most suited to his job and his capabilities." Topics discussed at the conference included: what ergonomics means; the place of ergonomics in industry; ergonomics and production; ergonomics in the post office; ergonomics in the steel industry; ergonomics and products; and the future of ergonomics.

21. INTERNATIONAL ASSOCIATION OF PERSONNEL IN EMPLOYMENT SECURITY. *Proceedings of the Forty-Eighth Annual Convention . . . Washington, D.C., July 3-7, 1961*. Louisville, 1961. Pp. 84.

Disabled—Rehabilitation

22. CAMPBELL, WILLIAM J. *A Study of the Adaptability of Disabled Workers. Final Report of the Two-Year Study, July 1, 1956-June 30, 1958*, by William J. Campbell, Raymond R. Leizer [and] Harold E. Yucker. Albertson, N.Y., Human Resources Corp., Division of Abilities Inc. [1961?]. 1 Volume (various pagings).

Presents findings of a study and demonstration of the adaptability of disabled workers at Abilities Inc., a subcontracting firm engaged in manufacturing electronic and mechanical components and assemblies and which employs only disabled persons.

23. FEDERATION EMPLOYMENT AND GUIDANCE SERVICE, NEW YORK. *Survey of Employers' Practices and Policies in the Hiring of Physically Impaired Workers*. New York, 1959. Pp. 133.

A survey of five types of disabilities within seven industries in private firms in New York City.

24. NEUSCHUTZ, LOUISE (MORGENSTERN). *Vocational Rehabilitation for the Physically Handicapped*. Foreword by Winthrop M. Phelps and K. Vernon Banta. Springfield, Ill., C. C. Thomas, 1959. Pp. 136.

Outlines the main type of physical handicaps, the cardiac, the orthopedically handicapped and the cerebral palsied, the deaf and hard of hearing, the blind and partially sighted and the elderly. Provides information about rehabilitation centres, hiring the handicapped, avoiding accidents on the job, and those confined to their homes.

Economic Conditions

25. BRITISH COLUMBIA. BUREAU OF ECONOMICS AND STATISTICS. *Regional Index of British Columbia: Vancouver Island*. Victoria, 1961. Pp. 183.

Provides economic information about the various areas and communities of Vancouver Island.

26. ECONOMIC RESEARCH CORPORATION LIMITED. *The Economy of Quebec, an Appraisal and Forecast*. Montreal, Citadel Publications limited, c1960. Pp. 328.

Traces the economic development of Quebec over the last 15 years and forecasts the Quebec economy to 1985.

27. MOORE, GEOFFREY HOYT, Ed. *Business Cycle Indicators*. Princeton [N.J.], Princeton University Press, 1961. 2 Volumes.

Contents: v. 1. Contributions to the Analysis of Current Business Conditions. v. 2. Basic Data on Cyclical Indicators.

28. NATIONAL COUNCIL OF APPLIED ECONOMIC RESEARCH. *Techno-Economic Survey of Madras; Economic Report*. Madras, Dept. of Industries, Labour and Co-operation, 1960, c1961. Pp. 286.

Economics

29. BUCKLEY, HELEN. *Economics for Canadians* [by] Helen Buckley [and] Kenneth Buckley. Toronto, Macmillan, c1960. Pp. 224.

Designed as an introductory course in economics for the Canadian reader.

30. GOODWIN, CRAUFURD DAVID WYCLIFFE. *Canadian Economic Thought; the Political Economy of a Developing Nation, 1814-1914*. Durham, N.C., Published for the Duke University Commonwealth-Studies Center [by] Duke University Press, 1961. Pp. 214. A history of the development of economic thought in Canada.

31. KOVACS, ARANKA E. Ed. *Readings in Canadian Labour Economics*. Toronto, McGraw-Hill, c1961. Pp. 268.

The readings deal with the history and growth of the labour movement in Canada, with collective bargaining and labour legislation, and the method of settling industrial disputes.

32. NORDIN, JOHN A. *Elementary Economics* [by] J. A. Nordin and Virgil Salera. New York, Prentice-Hall, 1950. Pp. 844.

Electronic Data Processing

33. AMERICAN MANAGEMENT ASSOCIATION. *Advances in EDP and Information Systems*. New York, [1961]. Pp. 187.

Some of the topics discussed are data communications, information retrieval and data acquisition, video display of data with electronic computers, information systems for marketing management, and management information systems in focus.

34. GALLAGHER, JAMES D. *Management Information Systems and the Computer*. New York, American Management Association, c1961. Pp. 191.

Explains how electronic data processing can improve the flow of planning and control information throughout a business. Includes case studies of systems in Sylvania Electric Products and American Airlines.

Employment Management

35. AMERICAN MANAGEMENT ASSOCIATION. *The Personnel Job in the 1960's*. New York, 1961. Pp. 119.

Some topics discussed in this report are employee attitudes and productivity, compensating technical and professional personnel, organization drives and union membership, and executive performance and decision making.

36. LUPTON, TOM. *Money for Effort*. London, HMSO, 1961. Pp. [28].

"Examines evidence and opinion about the working of financial incentive schemes."

37. MANDELL, MILTON M. *The Employment Interview*. New York, American Management Association [c1961]. Pp. 110.

Contents: The Problem stated: To heighten Interviewing Effectiveness. Interview Methods and Procedures. Current Administrative Practices. Interview Factors and their Comparative Weight. Where Interviewers Fail. Company Psychologists look at Interviewing. Recruiting and Interviewing on the Campus. The Selection and Training of Interviewers. The Evaluation of Interviews and Interviewers.

Industrial Health

38. MONTREAL. BOARD OF TRADE. EMPLOYEE RELATIONS SECTION. *First Aid, Nursing and Medical Services in Business Enterprises, their Functions and Professional Limitations; a Panel Discussion... March 16th, 1961... Montreal*. Montreal, 1961. Pp. 26.

The panel consisted of a nurse, two doctors, and a lawyer. As well as a panel discussion, there was a question and answer period. Some of the topics considered were the place of the nurse and the doctor in industrial medical services, the disclosure of medical information to the company, the liability of an employer when the first aid practitioner, industrial nurse, or medical officer fails in his or her professional capacity.

39. U.S. BUREAU OF LABOR STANDARDS. *Respiratory Protective Equipment*. Washington, GPO, 1961. Pp. 34.

This bulletin provides information about selecting and using the right protective equipment for a particular respiratory hazard.

Industrial Relations

40. GREAT BRITAIN. DEPARTMENT OF SCIENTIFIC AND INDUSTRIAL RESEARCH. *Human Sciences Aid to Industry*. London, HMSO, 1961. Pp. 27. A booklet about human relations in industry.

41. MANITOBA. BRANDON PACKERS STRIKE COMMISSION. *Report*. Winnipeg, 1961. Pp. 95. Justice G. E. Tritschler, commissioner.

Report of an investigation of an industrial dispute involving Brandon Packers Limited and members of Local No. 255, United Packing-house Workers of America. The investigation revealed that both the company and the union were guilty of misbehaviour.

42. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Preparing for Collective Bargaining*. [Part 2]. New York, [1961]. Pp. 121.

"Among the topics covered are: The effect of company and union policies on strike decisions; company practices regarding employee benefits during stoppages; the treatment of nonstriking white-collar employees; arrangements with customers and suppliers; national union strike benefits; and the eligibility of strikers for unemployment insurance. A special section analyzes how companies seek to communicate with both striking and nonstriking employees before and during a walkout."

43. NUNN, HENRY LIGHTFOOT. *Partners in Production; a New Role for Management and Labor*. Englewood Cliffs, N.J., Prentice Hall, 1961. Pp. 221.

The author, founder and former president of the Nunn-Bush Shoe Company, tells about this company which has not had a strike in 48 years. He writes about the Nunn-Bush Share-of-Production-Plan which has brought about the fullest cooperation between labour and management in the Nunn-Bush Shoe Company.

44. QUEBEC (CITY). UNIVERSITÉ LAVAL. DÉPARTEMENT DES RELATIONS INDUSTRIELLES. *Les tribunaux du travail* [par] Gerard Dion [et al] Québec, Les Presses de l'Université Laval, 1961. Pp. 162.

Report of the 16th Congrès des relations industrielles de l'Université Laval held in Quebec City, April 10-11, 1961.

Industry—Location

The following four reports were published in Edmonton in 1961 by the Industrial Development Branch, Department of Economic Affairs of Alberta:

45. *Village of Consort*. Rev. ed. Pp. 12.

46. *Town of Mayerthorpe*. Rev. ed. Pp. 12.

47. *Town of St. Paul*. Rev. ed. Pp. 16.

48. *Town of Three Hills*. Rev. ed. Pp. 13.

Labour Laws and Legislation

49. SHAFI, MOHAMMAD, Ed. *Law of Payment of Wages*. Karachi, Bureau of Labour Publications, 1961. Pp. 86.

50. SHAFI, MOHAMMAD, Ed. *Law of Record of Services. Commentary on the Employment (Record of Services) Act, 1952 with Complete Text of the Act along with Central & Provincial Rules.* Karachi, Bureau of Labour Publications, 1961. Pp. 39.

51. NEW YORK (STATE). DEPARTMENT OF LABOR. *How the New York State Labor Law Protects You.* Albany, 1961. Pp. 23.

52. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in Honduras.* Washington, GPO, 1961.

Labour Organization

53. B.C. GOVERNMENT EMPLOYEES' ASSOCIATION. *Minutes of the Eighteenth Annual Convention, October 20 and 21, 1961... Burnaby, B.C.* Vancouver, 1961. Pp. 46.

54. KOCIK, ALBERT. *The Danish Trade Union Movement.* Brussels, International Confederation of Free Trade Unions, 1961. Pp. 120.

Traces the history of the trade union movement in Denmark and examines the collective agreement system, labour legislation, and the legal position of trade unions.

55. WIGHAM, ERIC LEONARD. *What's Wrong with the Unions?* Harmondsworth, Eng., Penguin Books, 1961. Pp. [234].

The author considers some criticisms that have been made about British trade unions, attempts to explain how the situation involving the criticism has come about, and describes what action, if any, has been taken to remedy defects. In the last chapter the author lists 23 complaints and 26 proposed remedies.

Occupations

56. U.S. BUREAU OF LABOR STATISTICS. *Occupational Outlook Handbook; Employment Information on Major Occupations for Use in Guidance.* [5th ed.]. Washington, GPO, 1961. Pp. 830.

Presents information on the employment outlook in more than 650 occupations.

57. U.S. INTERAGENCY ADVISORY COMMITTEE ON ESSENTIAL ACTIVITIES AND CRITICAL OCCUPATIONS. *List of Critical Occupations for Screening the Ready Reserve.* Washington, GPO, 1961. Pp. 21. At head of title: U.S. Department of Labor.

58. WHEATLEY, DAVID ERNEST, Ed. *Industry and Careers; a Study of British Industries and the Opportunities they offer.* London, Iliffe Books Ltd., 1961. Pp. 776.

Professional Workers

59. BARNES, LOUIS BYINGTON. *Organizational Systems and Engineering Groups; a Comparative Study of Two Technical Groups in Industry.* Boston, Harvard University, Division of Research, Graduate

School of Business Administration, 1960. Pp. 190.

A study of relationships affecting management, engineering supervisors, and engineering groups in two departments in two companies manufacturing electronic apparatus. The author examines both similarities and differences in the groups.

60. U.S. WOMEN'S BUREAU. *Nurses and Other Hospital Personnel; Their Earnings and Employment Conditions.* Washington, GPO, 1961. Pp. 41.

Retirement

61. ACTON SOCIETY TRUST. *Retirement, a Study of Current Attitudes and Practices.* London, 1960. Pp. 69.

Contents: The Aging Population. Pensions and Retirement. Attitudes to Retirement. Company Policies and Practices. Should women retire earlier?

62. CONFERENCE ON OLDER EMPLOYEES, NEW YORK, 1960. *Proceedings.* New York, National Council on the Aging, 1961? Pp. 72.

Sponsored by the Employment and Retirement Section of the National Council on the Aging.

Topics discussed: Retirement Age: 65 or ? Re-evaluation of the Criteria of Retirement. Selective Retirement. Retirement Preparation.

63. CONFERENCE ON RETIREMENT VILLAGES, PALM BEACH, FLA., 1960. *Retirement Villages.* [Proceedings]. Edited by Ernest W. Burgess. Ann Arbor, Division of Gerontology, University of Michigan, 1961. Pp. 156.

Conference sponsored by the American Society for the Aged. Concerns special housing for older people.

64. GORDON, MARGARET S. *Work and Patterns of Retirement.* Berkeley, 1961. Pp. [15]-53.

Examines the circumstances and conditions under which people retire.

Scientists

65. U.S. BUREAU OF LABOR STATISTICS. *The Long-Range Demand for Scientific and Technical Personnel, a Methodological Study prepared for the National Science Foundation.* Washington, GPO, 1961. Pp. 70.

Describes how the information for this survey was collected, and presents projections to 1970. Contains detailed information about the chemicals and electrical equipment industries.

66. U.S. NATIONAL SCIENCE FOUNDATION. *Scientific Research and Development of Nonprofit Organizations, Expenditures and Manpower, 1957.* Washington, GPO, 1961. Pp. 58.

Presents information on expenditures for and personnel engaged in scientific research and development for 1957.

67. U.S. NATIONAL SCIENCE FOUNDATION. *Scientists and Engineers in the Federal Government, October 1958*. Washington, GPO, 1961. Pp. 44.

Information includes distribution by occupation, industry and geographical location.

68. U.S. NATIONAL SCIENCE FOUNDATION. *Women in Scientific Careers*. Washington, GPO, 1961. Pp. 18.

Consists of two parts: Employment and Education of Women in Relation to Science Careers; and, Factors controlling Women's Selection of and Participation in Scientific Careers.

Wages and Hours

69. JAUQUES, ELLIOTT. *Equitable Payment; a General Theory of Work, Differential Payment, and Individual Progress*. London, Heinemann, 1961. Pp. 336.

The author has developed a theory of equitable payment based on the connection between work, payment and the capacity of the individual worker.

70. U.S. BUREAU OF LABOR STATISTICS. *Employment and Earnings Statistics for the United States, 1909-60. Revised on the Basis of the 1957 Standard Industrial Classification*. Washington, GPO, 1961. Pp. 536.

Among other things, this book shows "in what industries people have jobs, how many hours they work each week, and how much they earn by the hour and by the week."

Workmen's Compensation

71. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Workmen's Compensation in Canada, a Comparison of Provincial Laws*. October, 1961. Ottawa, Queen's Printer, 1961. Pp. 43.

72. INTERNATIONAL ASSOCIATION OF INDUSTRIAL ACCIDENT BOARDS AND COMMISSIONS. *Workmen's Compensation Problems. Proceedings, 46th Annual Convention, Edmonton, Alberta, August 21-25, 1960*. Washington, U.S. Dept. of Labor, Bureau of Labor Standards, 1961. Pp. 275.

Miscellaneous

73. BELL, DANIEL. *The End of Ideology; on the Exhaustion of Political Ideas in the Fifties*. Free Press, 1960. Pp. 416.

Examines theories of society, the "ruling class," capitalism, trade unionism politics, radicalism, etc. in American life today. The author

was labour editor of *Fortune* magazine from 1948 to 1958 and is presently associate professor of sociology at Columbia University.

74. BRIGHTBILL, CHARLES KESTNER. *Man and Leisure, a Philosophy of Recreation*. Englewood Cliffs, N.J., Prentice-Hall, 1961. Pp. 292. Suggests ways of using one's leisure time.

75. GLADSTONE, JOHN. *Mechanical Estimator's Guide*. Rev. [i.e. 2d ed.]. Miami, Fla., Technical Guide Publications, 1961. Pp. 152. Estimates the costs of air conditioning installation.

76. GOLDFINGER, NATHANIEL. *Technical Improvements and Chronic Unemployment*. Washington, National Planning Association, 1961. Pp. 7.

77. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Social Services in Britain*. London, 1961. Pp. 68.

Contents: Social Security. Health and Welfare Services. Child Care. Education. Youth Services. Housing. Employment. Voluntary Organizations. The Social Worker.

78. INDUSTRIAL FOUNDATION ON EDUCATION. *The Case for Increasing Student Motivation*. Prepared in co-operation with the Teacher Recruitment and Service Council for Ontario Secondary Schools. Toronto, 1958. Pp. 44.

79. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Corporate Organization Structures*, by Harold Stieglitz. New York, 1961. Pp. [185].

Contains corporate organization charts of 61 companies. There is an explanation of the meaning of organization planning and patterns in organization structures.

80. ST. CHRISTOPHER HOUSE, TORONTO. *School Drop-outs—our Disinherited Youth; a Survey of Fifty School Drop-outs from a Downtown Area of Toronto*. Toronto, 1961. Pp. 22.

St. Christopher House is a social agency concerned with neighbourhood life and its development. This study deals with 50 young persons who left school without finishing their course, from September 1958 to March 1961. Among the 50, 13 were girls, only 10 were over 16 years of age, and only 13 had gone beyond Grade 8. Examines the reasons why these young people left school and recommends what St. Christopher House can do to help prevent school drop-outs.

81. U.S. CIVIL SERVICE COMMISSION. *The Seven Keys to Better Faster Typing*. Rev. ed. Washington, GPO, 1959. Pp. 37.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED APRIL 21, 1962

(Estimates in thousands)

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,492	587	1,814	2,368	1,134	589
Men.....	4,742	440	1,341	1,694	831	436
Women.....	1,750	147	473	674	303	153
14—19 years.....	573	63	191	174	107	38
20—24 years.....	811	82	265	262	139	63
25—44 years.....	2,968	243	842	1,111	499	273
45—64 years.....	1,918	175	472	734	342	195
65 years and over.....	222	24	44	87	47	20
Employed.....	6,007	495	1,643	2,255	1,067	547
Men.....	4,314	353	1,186	1,602	773	400
Women.....	1,693	142	457	653	294	147
Agriculture.....	627	45	127	144	284	27
Non-agriculture.....	5,380	450	1,516	2,111	783	520
Paid Workers.....	4,882	391	1,378	1,932	717	464
Men.....	3,350	266	953	1,333	466	332
Women.....	1,532	125	425	599	251	132
Unemployed.....	485	92	171	113	67	42
Men.....	428	87	155	92	58	36
Women.....	57	*	16	21	*	*
Persons not in the Labour Force.....	5,685	644	1,667	1,891	945	538
Men.....	1,313	173	376	406	223	135
Women.....	4,372	471	1,291	1,485	722	403

* Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED APRIL 21, 1962

(Estimates in thousands)

	Total	14—19 years all persons	20—64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over ⁽¹⁾	12,177	1,801	3,547	967	3,641	908	1,313
Labour force.....	6,492	573	3,410	823	829	635	222
Employed.....	6,007	501	3,167	706	808	616	209
Unemployed.....	485	72	243	117	21	19	13
Not in labour force.....	5,685	1,228	137	144	2,812	273	1,091
Participation rate ⁽²⁾							
1962, April 21.....	53.3	31.8	96.1	85.1	22.8	69.9	16.9
March 24.....	53.1	31.7	95.9	84.8	22.3	70.5	16.0
Unemployment rate ⁽³⁾							
1962, April 21.....	7.5	12.6	7.1	14.2	2.5	3.0	5.9
March 24.....	8.7	13.5	8.7	16.3	2.2	3.4	6.2

⁽¹⁾ Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

⁽²⁾ The labour force as a percentage of the population 14 years of age and over.

⁽³⁾ The unemployed as a percentage of the labour force.

TABLE A-3—UNEMPLOYED, CANADA

(Estimates in thousands)

	April 1962	March 1962	April 1961
Total unemployed.....	485	560	622
On temporary layoff up to 30 days.....	28	32	32
Without work and seeking work.....	457	528	590
Seeking full-time work.....	440	508	559
Seeking part-time work.....	17	20	31
Seeking under 1 month.....	71	86	84
Seeking 1—3 months.....	145	200	177
Seeking 4—6 months.....	154	163	221
Seeking more than 6 months.....	87	79	108

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

Source: Dominion Bureau of Statistics

Year and Month	Monthly Total			Quarterly Totals ⁽¹⁾						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ⁽²⁾	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	Totals (3)
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,653	746	17,463
1960—Total....	551	5,188	1,806	326	1,245	344	2,638	5,019	790	18,119
1961—Total....	545	5,348	1,862	285	1,225	356	2,737	5,475	827	18,884
1961—										
February....	44.4	423.7	144.1	62.1	236.6	85.8	656.2	1,311.2	199.8	1,474.6
March.....	44.5	426.4	144.4	.....	.....	.....	.....	.....	.....	1,482.3
April.....	43.2	430.9	148.1	.....	.....	.....	.....	.....	.....	1,508.8
May.....	45.6	441.8	153.8	62.4	302.5	88.8	678.6	1,375.1	205.6	1,563.9
June.....	46.3	457.5	165.5	.....	.....	.....	.....	.....	.....	1,629.4
July.....	46.2	451.2	166.9	.....	.....	.....	.....	.....	.....	1,615.3
August.....	46.2	459.3	162.2	75.4	373.8	91.9	690.3	1,375.3	210.2	1,629.9
September...	46.3	464.6	162.0	.....	.....	.....	.....	.....	.....	1,657.7
October.....	46.3	463.0	159.0	.....	.....	.....	.....	.....	.....	1,644.9
November...	46.2	458.8	158.1	85.1	311.5	89.9	712.2	1,413.5	211.9	1,625.1
December...	45.5	451.3	152.0	.....	.....	.....	.....	.....	.....	1,585.8
1962—										
January*....	45.8	450.7	151.2	.....	.....	.....	.....	.....	.....	1,565.7
February†...	45.1	455.9	152.4	.....	.....	.....	.....	.....	.....	1,575.7

⁽¹⁾ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

⁽²⁾ Includes post office wages and salaries.

⁽³⁾ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees-at February 1962 employers in the principal non-agricultural industries reported a total employment of 2,734,409. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners from whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite			Manufacturing		
	Index Numbers (1949-100) ⁽¹⁾		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
			\$			\$
Averages						
1955.....	112.9	142.1	61.05	109.8	144.4	63.48
1956.....	120.7	150.0	64.44	115.8	151.7	66.71
1957.....	122.6	158.1	67.93	115.8	159.1	69.94
1958.....	117.9	163.9	70.43	109.8	165.3	72.67
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1961						
February.....	111.0	181.1	77.80	104.6	182.5	80.24
March.....	111.1	180.7	77.64	104.9	182.8	80.36
April.....	112.6	181.8	78.12	105.4	184.1	80.95
May.....	117.2	181.6	78.00	108.4	183.6	80.72
June.....	121.3	182.8	78.55	111.2	184.6	81.17
July.....	122.5	182.1	78.24	110.9	182.7	80.34
August.....	123.9	182.2	78.27	113.1	182.9	80.42
September.....	123.3	183.3	78.75	112.8	184.6	81.15
October.....	122.9	183.9	79.02	112.1	186.0	81.79
November.....	121.6	183.5	78.82	110.9	186.2	81.87
December*.....	117.8	179.4	77.08	107.9	182.3	80.16
1962						
January*.....	115.2	184.5	79.27	108.5	187.1	82.28
February†.....	114.7	186.6	80.18	108.9	188.2	82.76

⁽¹⁾Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES, FEBRUARY, 1962

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Feb. 1962	Jan. 1962	Feb. 1961	Feb. 1962	Jan. 1962	Feb. 1961
				\$	\$	\$
Provinces						
Newfoundland.....	116.9	122.7	114.3	72.84	72.69	72.10
Prince Edward Island.....	106.2	109.3	110.2	60.74	59.20	56.86
Nova Scotia.....	88.6	89.0	86.1	65.21	65.13	64.07
New Brunswick.....	99.6	101.9	95.8	67.87	65.23	64.65
Quebec.....	115.1	115.7	110.6	77.66	76.84	75.06
Ontario.....	117.0	117.7	113.3	82.95	82.23	80.58
Manitoba.....	104.8	105.1	102.9	74.98	73.87	73.09
Saskatchewan.....	112.1	112.4	110.3	75.78	75.11	73.00
Alberta (including Northwest Territories).....	147.6	148.8	142.9	82.18	80.68	79.61
British Columbia (including Yukon).....	108.2	106.9	105.6	87.55	86.22	85.30
Canada.....	114.7	115.2	111.0	80.18	79.28	77.80
Urban Areas						
St. John's.....	126.3	124.3	116.4	60.12	58.64	57.89
Sydney.....	71.6	66.4	72.3	76.03	75.89	75.91
Halifax.....	124.7	125.8	122.8	66.77	67.07	63.53
Moncton.....	100.7	103.3	95.0	61.70	60.50	60.83
Saint John.....	116.8	112.7	114.6	66.12	63.77	62.57
Chicoutimi—Jonquiere.....	99.8	100.2	103.0	96.86	97.29	95.93
Quebec.....	111.6	111.0	102.4	67.58	67.50	65.09
Sherbrooke.....	104.0	104.9	97.9	66.97	66.34	63.80
Shawinigan.....	98.9	98.8	100.4	87.15	87.50	84.31
Three Rivers.....	107.3	106.9	101.6	72.87	73.37	71.04
Drummondville.....	80.3	80.5	73.7	63.99	63.78	63.26
Montreal.....	122.7	122.5	118.1	79.19	78.53	76.56
Ottawa—Hull.....	125.3	127.8	118.0	75.08	73.96	71.96
Kingston.....	110.8	110.6	114.7	76.94	77.82	75.20
Peterborough.....	91.5	90.9	86.7	88.99	88.44	84.74
Oshawa.....	179.8	178.0	169.0	101.30	92.58	88.94
Toronto.....	131.8	132.1	126.7	83.12	82.68	80.84
Hamilton.....	108.2	107.8	103.7	89.13	88.59	86.10
St. Catharines.....	107.1	107.2	104.7	91.39	90.78	88.45
Niagara Falls.....	90.5	91.2	88.7	84.44	84.61	84.11
Brantford.....	77.6	81.1	78.8	74.55	73.60	74.93
Guelph.....	117.7	117.8	115.9	74.20	74.06	71.57
Galt.....	108.3	107.6	106.6	72.03	71.98	69.60
Kitchener.....	122.6	123.0	114.7	74.21	74.44	73.01
Sudbury.....	142.5	143.3	146.1	92.04	91.87	91.93
Timmins.....	87.0	87.4	90.6	73.27	73.99	70.08
London.....	130.8	131.3	121.5	75.23	74.89	73.37
Sarnia.....	124.3	122.9	118.2	104.00	103.84	101.24
Windsor.....	64.0	71.0	72.3	88.03	88.75	86.09
Sault Ste Marie.....	135.8	133.7	125.4	99.61	99.18	98.62
Ft. William—Pt. Arthur.....	95.6	96.1	95.2	79.34	79.84	78.72
Winnipeg.....	105.4	105.8	104.9	71.49	70.91	69.93
Regina.....	127.6	128.9	121.4	75.55	74.71	71.92
Saskatoon.....	127.3	128.2	126.7	70.55	70.69	69.00
Edmonton.....	187.5	187.7	171.9	75.93	75.50	73.10
Calgary.....	168.7	170.9	164.5	79.71	78.43	75.25
Vancouver.....	107.9	107.1	106.8	85.68	84.68	83.71
Victoria.....	109.4	108.8	104.9	79.95	78.62	77.44

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES, FEBRUARY, 1962

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls"

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Feb. 1962	Jan. 1962	Feb. 1961	Feb. 1962	Jan. 1962	Feb. 1961
Mining	113.7	114.0	114.0	\$ 98.60	\$ 99.27	\$ 96.30
Metal mining.....	127.3	129.7	130.0	98.85	99.88	97.99
Gold.....	68.3	68.4	70.4	81.14	82.34	78.40
Other metal.....	182.2	186.6	185.6	105.02	105.85	104.91
Fuels.....	88.4	86.0	86.8	103.13	102.99	97.75
Coal.....	39.6	36.4	38.8	72.58	76.48	71.92
Oil and natural gas.....	297.6	298.5	293.3	120.54	116.85	112.48
Non-metal.....	126.2	125.2	121.2	88.23	89.01	85.06
Manufacturing	108.9	108.5	104.6	\$ 82.76	\$ 82.29	\$ 80.24
Durable goods.....	111.9	111.4	106.3	89.24	88.45	86.10
Non-durable goods.....	106.3	106.0	103.2	77.04	76.86	75.19
Food and beverages.....	104.1	104.9	102.2	73.42	73.20	72.10
Meat products.....	127.9	128.9	125.6	81.13	81.77	78.93
Canned and preserved fruits and vegetables.....	77.7	81.1	69.4	69.77	67.19	69.05
Grain mill products.....	97.3	98.8	97.9	79.11	78.62	77.20
Bread and other bakery products.....	108.3	108.6	107.0	67.68	67.75	65.96
Distilled and malt liquors.....	91.6	91.8	94.6	99.70	99.46	96.44
Tobacco and tobacco products.....	113.4	116.2	108.3	72.53	71.65	70.78
Rubber products.....	100.8	100.3	94.2	85.82	85.26	81.33
Leather products.....	90.8	89.9	87.1	56.71	57.01	55.49
Boots and shoes (except rubber).....	98.5	97.4	95.3	54.54	54.81	53.20
Textile products (except clothing).....	80.6	80.4	76.1	65.78	66.11	63.98
Cotton yarn and broad woven goods.....	74.9	74.9	69.5	63.48	63.48	60.13
Woolen goods.....	61.3	60.9	59.4	61.40	62.46	60.13
Synthetic textiles and silk.....	86.8	86.4	81.4	71.41	71.90	70.73
Clothing (textile and fur).....	92.9	91.4	90.9	52.30	51.72	51.00
Men's clothing.....	95.0	94.2	90.6	50.98	50.66	50.29
Women's clothing.....	103.0	101.6	102.1	54.53	53.70	53.10
Knit goods.....	73.3	72.9	72.6	51.59	51.83	49.00
Wood products.....	101.8	100.6	94.7	71.22	70.25	69.59
Saw and planing mills.....	103.2	101.5	95.0	73.63	72.24	72.33
Furniture.....	110.8	110.9	105.0	68.33	68.07	65.96
Other wood products.....	77.5	75.6	73.4	63.33	63.24	62.48
Paper products.....	120.7	120.4	118.6	96.47	96.46	95.15
Pulp and paper mills.....	120.3	120.0	120.0	104.42	104.86	103.12
Other paper products.....	121.7	121.2	115.4	77.97	76.86	75.72
Printing, publishing and allied industries.....	125.1	124.6	123.0	89.49	88.84	86.32
Iron and steel products.....	103.4	102.4	99.6	93.73	93.33	90.42
Agricultural implements.....	62.1	62.6	67.7	97.86	96.29	93.23
Fabricated and structural steel.....	146.4	144.5	144.1	93.75	93.66	91.52
Hardware and tools.....	102.9	102.8	96.9	82.54	82.13	80.52
Heating and cooking appliances.....	98.0	97.4	89.5	80.20	79.00	78.19
Iron castings.....	90.3	90.0	88.8	90.51	89.39	84.92
Machinery, industrial.....	119.6	118.2	110.8	89.70	89.69	87.84
Primary iron and steel.....	117.3	114.5	109.0	107.86	107.95	104.97
Sheet metal products.....	104.0	102.5	99.3	90.88	90.59	87.93
Wire and wire products.....	109.7	109.4	106.6	93.31	93.06	89.55
Transportation equipment.....	108.3	109.6	105.2	95.76	93.30	90.26
Aircraft and parts.....	265.8	265.9	262.1	97.27	96.87	95.65
Motor vehicles.....	99.6	109.2	105.1	112.98	103.98	98.64
Motor vehicles parts and accessories.....	108.0	106.4	100.5	93.24	92.88	89.30
Railroad and rolling stock equipment.....	55.3	55.5	53.1	84.95	83.08	85.74
Shipbuilding and repairing.....	137.6	131.5	123.2	86.17	84.63	80.97
Non-ferrous metal products.....	122.5	122.1	123.0	93.39	93.71	91.59
Aluminum products.....	132.0	128.9	132.5	91.09	91.54	87.92
Brass and copper products.....	102.5	101.9	100.3	89.22	89.33	85.94
Smelting and refining.....	137.4	137.9	142.4	102.03	102.34	99.76
Electrical apparatus and supplies.....	142.1	140.7	125.4	89.53	89.73	87.34
Heavy electrical machinery.....	102.5	102.0	96.1	96.34	96.26	93.42
Telecommunication equipment.....	257.6	254.8	210.6	87.60	88.14	88.11
Non-metallic mineral products.....	134.6	134.3	124.5	87.04	86.24	82.21
Clay products.....	80.1	79.8	73.6	78.07	79.00	75.58
Glass and glass products.....	161.5	158.4	146.5	84.18	84.49	79.81
Products of petroleum and coal.....	138.3	137.3	135.6	119.55	120.18	117.23
Petroleum refining and products.....	141.9	141.0	138.9	120.17	120.78	117.89
Chemical products.....	131.8	131.1	129.1	97.56	97.34	93.39
Medicinal and pharmaceutical preparations.....	122.7	122.2	116.1	85.13	84.95	82.77
Acids, alkalis and salts.....	153.8	154.2	150.9	108.39	109.44	105.18
Other chemical products.....	129.2	128.3	127.5	97.58	97.01	92.68
Miscellaneous manufacturing industries.....	139.0	138.8	129.6	73.51	73.51	72.47
Construction	100.2	102.0	96.9	\$ 85.74	\$ 84.17	\$ 83.96
Building and general engineering.....	100.0	102.1	96.4	91.20	90.64	90.66
Highways, bridges and streets.....	100.7	101.9	97.6	76.65	73.30	73.05
Electric and motor transportation.....	135.8	135.2	129.2	84.61	83.53	81.71
Service	147.2	147.7	137.5	\$ 57.17	\$ 56.66	\$ 55.10
Hotels and restaurants.....	125.5	126.0	120.6	43.67	43.02	42.95
Laundries and dry cleaning plants.....	123.3	124.2	111.2	48.96	48.76	46.91
Industrial composite	114.7	115.2	111.0	\$ 80.18	\$ 79.28	\$ 77.80

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	February 1962	January 1962	February 1961	February 1962	January 1962	February 1961
Newfoundland.....	39.4	39.7	41.1	1.75	1.74	1.68
Nova Scotia.....	39.2	40.4	40.9	1.65	1.62	1.61
New Brunswick.....	41.6	40.6	40.6	1.68	1.65	1.58
Quebec.....	41.9	41.8	41.5	1.67	1.67	1.63
Ontario.....	40.6	40.5	40.2	1.96	1.95	1.91
Manitoba.....	39.6	39.4	39.7	1.75	1.74	1.69
Saskatchewan.....	38.4	38.4	38.9	2.00	2.00	1.95
Alberta ⁽¹⁾	39.7	39.4	39.1	1.98	1.98	1.93
British Columbia ⁽²⁾	38.0	37.5	37.8	2.26	2.26	2.23

⁽¹⁾ Includes Northwest Territories.

⁽²⁾ Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED
WAGE EARNERS IN MANUFACTURING**

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
	No.	\$	\$	No.	
Monthly Average 1955.....	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956.....	41.0	1.52	62.40	149.5	126.3
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Last Pay Period in:					
1961 February.....	40.4	1.82	72.40	175.9	136.2
March.....	40.3	1.83	73.64	176.4	136.7
April.....	40.6	1.84	74.56	178.6	138.5
May.....	40.5	1.84	74.44	178.3	138.3
June.....	41.0	1.83	75.02	179.7	139.3
July.....	40.6	1.82	73.95	177.2	137.3
August.....	40.9	1.82	74.26	177.9	137.8
September.....	41.3	1.81	75.00	179.7	139.1
October.....	41.2	1.84	75.69	181.3	139.8
November.....	46.2	1.84	75.64	181.2	139.6
December.....	38.8	1.88	72.85	174.5	134.6
1962 January*.....	40.6	1.86	75.46	180.8	139.3
February†.....	40.7	1.86	75.97	182.0	140.3

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, D.B.S.

*Revised.

†Latest figures subject to revision.

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

Source: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1962	Jan. 1962	Feb. 1961	Feb. 1962	Jan. 1962	Feb. 1961	Feb. 1962	Jan. 1962	Feb. 1961
Mining	41.9	42.8	42.1	2.17	2.15	2.13	90.78	92.19	89.46
Metal mining.....	42.2	43.0	42.5	2.22	2.20	2.19	93.50	94.53	93.08
Gold.....	42.9	43.8	42.9	1.76	1.75	1.70	75.56	76.57	72.89
Other metal.....	41.9	42.7	42.3	2.39	2.37	2.39	100.21	101.10	100.97
Fuels.....	41.3	42.7	41.7	2.10	2.10	2.01	86.99	89.59	83.58
Coal.....	37.8	41.8	40.2	1.82	1.80	1.76	70.58	75.33	70.87
Oil and natural gas.....	44.4	43.7	43.3	2.40	2.40	2.27	106.77	105.12	98.23
Non-metal.....	41.5	42.1	40.7	2.01	2.01	1.98	83.47	84.51	80.45
Manufacturing	40.7	40.6	40.4	1.86	1.86	1.82	75.97	75.46	73.40
Durable goods.....	41.1	40.8	40.4	2.03	2.02	1.98	83.29	82.40	79.86
Non-durable goods.....	40.4	40.4	40.5	1.71	1.71	1.67	69.18	69.05	67.57
Food and beverages.....	39.8	39.9	40.2	1.67	1.66	1.63	66.36	66.19	65.40
Meat products.....	39.1	39.6	38.9	1.92	1.92	1.86	74.98	76.09	72.19
Canned and preserved fruits and vegetables.....	39.9	39.3	39.0	1.47	1.42	1.49	58.69	56.04	58.09
Grain mill products.....	41.4	41.3	41.5	1.81	1.79	1.73	74.82	73.84	71.96
Bread and other bakery products.....	40.9	40.8	41.5	1.51	1.51	1.46	61.55	61.40	60.61
Distilled liquors.....	39.1	40.0	39.5	2.12	2.14	2.06	83.13	85.46	81.35
Malt liquors.....	39.0	38.5	39.0	2.37	2.35	2.33	92.36	90.49	90.86
Tobacco and tobacco products.....	40.4	40.7	39.5	1.66	1.62	1.66	67.14	66.10	65.64
Rubber products.....	41.7	41.7	40.6	1.93	1.91	1.84	80.30	79.84	74.73
Leather products.....	41.7	41.9	42.0	1.26	1.26	1.22	52.51	52.74	51.29
Boots and shoes (except rubber).....	41.7	41.8	42.2	1.21	1.21	1.17	50.47	50.59	49.45
Other leather products.....	41.6	42.1	41.3	1.38	1.37	1.35	57.35	57.83	55.65
Textile products (except clothing).....	42.3	42.8	41.9	1.40	1.40	1.37	59.39	60.05	57.22
Cotton yarn and broad woven goods.....	41.5	41.8	40.0	1.43	1.43	1.39	59.50	59.60	55.68
Woolen goods.....	43.0	43.8	42.9	1.31	1.32	1.27	56.48	57.57	54.68
Synthetic textiles and silk.....	43.4	44.2	43.6	1.47	1.46	1.45	63.90	64.60	63.08
Clothing (textile and fur).....	39.0	38.7	39.1	1.21	1.20	1.18	47.22	46.62	46.08
Men's clothing.....	39.0	38.8	38.8	1.20	1.20	1.19	46.82	46.49	45.98
Women's clothing.....	37.8	37.1	38.2	1.30	1.30	1.26	49.07	48.13	48.08
Knit goods.....	40.9	41.3	41.0	1.14	1.14	1.09	46.53	47.03	44.66
*Wood products.....	41.3	40.7	40.8	1.63	1.62	1.60	67.21	66.07	65.34
Saw and planing mills.....	40.6	39.9	40.3	1.74	1.73	1.71	70.55	69.05	68.95
Furniture.....	42.4	42.1	41.5	1.49	1.48	1.46	63.00	62.45	60.46
Other wood products.....	42.5	42.4	42.5	1.36	1.36	1.34	57.81	57.57	56.77
Paper products.....	40.9	40.8	41.2	2.21	2.21	2.15	90.34	90.34	88.82
Pulp and paper mills.....	41.0	41.1	41.4	2.39	2.40	2.33	97.85	98.36	96.35
Other paper products.....	40.7	40.3	40.6	1.74	1.72	1.67	70.59	69.19	68.25
Printing, publishing and allied industries.....	38.9	38.7	38.7	2.28	2.27	2.20	88.66	87.63	85.05
*Iron and steel products	40.3	40.8	40.2	2.16	2.16	2.12	88.41	88.07	85.27
Agricultural implements.....	40.3	39.7	39.9	2.24	2.22	2.16	90.19	88.22	86.34
Fabricated and structural steel.....	39.9	40.7	40.8	2.12	2.10	2.07	84.52	85.50	84.42
Hardware and tools.....	42.0	42.0	41.5	1.81	1.80	1.78	75.97	75.67	73.85
Heating and cooking appliances.....	40.7	39.4	39.8	1.83	1.82	1.80	74.49	71.75	71.60
Iron castings.....	42.2	41.7	40.2	2.05	2.05	2.00	86.57	85.50	80.38
Machinery, industrial.....	41.4	41.5	41.1	2.01	2.01	1.98	83.11	83.40	81.22
Primary iron and steel.....	40.1	40.0	39.5	2.67	2.57	2.54	102.99	103.08	100.25
Sheet metal products.....	40.8	40.9	40.0	2.10	2.09	2.07	85.79	85.43	82.85
Wire and wire products.....	41.1	41.3	40.6	2.12	2.11	2.05	87.05	87.12	83.20
*Transportation equipment	41.4	40.5	40.2	2.19	2.17	2.09	90.84	87.68	84.01
Aircraft and parts.....	41.8	41.9	42.1	2.15	2.14	2.11	89.76	89.56	88.79
Motor vehicles.....	44.5	40.7	39.3	2.46	2.37	2.29	109.26	96.43	89.98
Motor vehicle parts and accessories.....	40.9	40.9	40.0	2.15	2.14	2.09	87.76	87.56	83.53
Railroad and rolling stock equipment.....	39.4	39.0	39.7	2.10	2.08	1.96	82.83	81.00	78.04
Shipbuilding and repairing.....	39.8	39.6	39.3	2.13	2.09	2.00	84.48	82.93	78.56
*Non-ferrous metal products	40.5	40.6	40.6	2.14	2.14	2.11	86.62	87.14	85.73
Aluminum products.....	41.1	41.4	41.3	1.89	1.91	1.86	77.95	78.92	76.92
Brass and copper products.....	41.1	41.3	40.1	2.03	2.02	1.99	83.44	83.34	80.02
Smelting and refining.....	40.1	40.2	40.4	2.38	2.39	2.34	95.43	96.01	94.46
*Electrical apparatus and supplies	41.0	41.4	40.1	1.91	1.91	1.87	78.33	79.12	75.01
Heavy electrical machinery and equipment.....	40.5	40.9	39.8	2.12	2.12	2.06	85.81	88.71	81.87
Telecommunication equipment.....	41.0	41.7	40.2	1.77	1.77	1.75	72.74	73.75	70.51
Refrigerators, vacuum cleaners and appliances.....	40.0	40.3	39.1	1.94	1.95	1.93	77.66	78.43	75.27
Wire and cable.....	42.0	41.8	41.0	2.12	2.11	2.03	89.08	88.17	83.34
Miscellaneous electrical products.....	41.3	41.7	40.3	1.82	1.82	1.76	75.12	76.06	70.84
*Non-metallic mineral products	41.8	41.6	40.7	1.92	1.92	1.87	80.32	79.72	75.90
Clay products.....	41.0	41.7	40.5	1.73	1.72	1.68	70.83	71.69	68.13
Glass and glass products.....	41.1	41.1	40.3	1.91	1.91	1.85	78.30	78.56	74.69
Products of petroleum and coal.....	40.7	40.7	41.1	2.65	2.67	2.54	107.79	108.44	104.39
Chemical products.....	40.7	40.7	40.6	2.08	2.07	2.02	84.73	84.50	81.76
Medicinal and pharmaceutical preparations.....	39.4	39.9	40.2	1.60	1.61	1.54	63.20	64.16	62.07
Acids, alkalis and salts.....	40.5	41.4	40.7	2.38	2.37	2.32	96.59	98.20	94.54
Miscellaneous manufacturing industries.....	41.6	41.5	41.9	1.53	1.53	1.51	63.71	63.57	63.14
Construction	40.4	39.3	40.1	2.06	2.06	2.03	83.03	80.88	81.26
Building and general engineering.....	39.2	39.1	39.8	2.25	2.23	2.20	88.14	87.35	87.61
Highways, bridges and streets.....	42.6	39.5	40.6	1.72	1.72	1.72	73.31	68.14	69.76
Electric and motor transportation	43.6	42.8	42.8	1.94	1.94	1.89	84.78	83.12	80.83
Service	38.3	38.1	39.0	1.10	1.09	1.07	41.95	41.48	41.70
Hotels and restaurants.....	38.5	38.3	39.3	1.06	1.06	1.05	40.94	40.37	41.16
Laundries and dry cleaning plants.....	39.2	39.0	39.0	1.04	1.04	1.02	40.87	40.65	39.85

*Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S. See also Technical Note, page 385, March issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
May 1, 1957.....	28,999	18,200	47,199	378,062	96,250	474,312
May 1, 1958.....	17,323	13,174	30,497	581,382	165,402	746,784
May 1, 1959.....	16,883	16,280	33,163	498,897	161,742	660,639
May 1, 1960.....	15,913	14,487	30,400	581,558	174,874	756,432
May 1, 1961.....	14,098	13,802	27,900	594,904	172,884	767,788
June 1, 1961.....	17,078	17,208	34,286	418,218	151,611	569,829
July 1, 1961.....	15,103	16,445	31,548	268,284	125,447	393,731
August 1, 1961.....	15,880	14,732	30,612	246,016	117,993	364,009
September 1, 1961.....	14,963	17,850	32,813	216,245	104,695	320,940
October 1, 1961.....	14,645	17,066	31,711	216,358	101,260	317,618
November 1, 1961.....	12,936	14,979	27,915	249,228	107,697	356,925
December 1, 1961.....	17,462	15,940	33,402	329,306	124,966	454,272
January 1, 1962.....	11,402	10,866	22,268	478,470	136,566	615,036
February 1, 1962.....	11,428	12,069	23,497	570,061	161,094	731,155
March 1, 1962.....	12,308r	13,073r	25,381r	585,555	161,992	747,547
April 1, 1962 ⁽¹⁾	15,184	15,359	30,543	579,641	158,342	737,983
May 1, 1962 ⁽¹⁾	25,269	18,868	44,137	496,099	146,551	642,650

⁽¹⁾ Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

r Revised figures.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1958-1961 AND DURING MONTH MARCH 1961—MARCH 1962

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Year and Month		Registrations Received		Vacancies Notified		Placements Effected	
		Male	Female	Male	Female	Male	Female
1958.....		2,790,412	1,012,974	620,394	374,245	548,663	291,466
1959.....		2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960.....		3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961.....		3,125,195	1,106,790	836,534	469,119	748,790	371,072
March 1961.....		238,863	77,357	49,241	31,280	41,589	22,285
April 1961.....		215,093	77,950	58,172	32,159	49,354	23,000
May 1961.....		229,959	88,523	89,371	41,316	81,694	30,861
June 1961.....		230,718	100,318	81,236	47,267	73,620	37,793
July 1961.....		231,069	98,915	74,950	44,374	66,017	37,286
August 1961.....		232,512	100,946	86,849	57,620	76,895	45,527
September 1961.....		234,100	92,605	84,048	46,469	80,430	38,934
October 1961.....		262,415	94,783	78,281	39,501	70,797	31,679
November 1961.....		328,443	108,175	83,750	38,498	70,353	28,162
December 1961.....		361,979	91,992	62,933	36,436	61,219	35,284
January 1962.....		343,460	109,466	57,373	35,946	49,668	26,878
February 1962.....		244,177	75,220	56,595	30,459	48,546	22,688
March 1962.....		250,908	81,790	60,933	37,064	50,161	27,365

TABLE D-3—PLACEMENTS EFFECTED BY INDUSTRY AND BY SEX DURING MARCH 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from March, 1961
Agriculture, Fishing, Trapping	1,145	143	1,288	— 116
Forestry	1,133	24	1,157	+ 342
Mining, Quarrying and Oil Wells	968	54	1,022	+ 329
Metal Mining.....	597	6	603	+ 298
Fuels.....	197	23	220	+ 85
Non-Metal Mining.....	38	4	42	0
Quarrying, Clay and Sand Pits.....	101	1	102	— 25
Prospecting.....	35	20	55	— 29
Manufacturing	13,016	7,493	20,509	+ 5,216
Foods and Beverages.....	1,037	1,024	2,061	+ 491
Tobacco and Tobacco Products.....	16	8	24	— 7
Rubber Products.....	96	67	163	+ 75
Leather Products.....	194	299	493	+ 29
Textile Products (except clothing).....	512	484	996	+ 469
Clothing (textile and fur).....	474	2,207	2,681	+ 532
Wood Products.....	1,871	288	2,159	+ 560
Paper Products.....	730	256	986	— 99
Printing, Publishing and Allied Industries.....	521	488	1,009	+ 205
Iron and Steel Products.....	2,650	427	3,077	+ 650
Transportation Equipment.....	2,509	176	2,685	+ 96
Non-Ferrous Metal Products.....	383	161	544	+ 93
Electrical Apparatus and Supplies.....	510	622	1,132	+ 514
Non-Metallic Mineral Products.....	539	124	663	+ 177
Products of Petroleum and Coal.....	69	11	80	+ 28
Chemical Products.....	421	319	740	+ 149
Miscellaneous Manufacturing Industries.....	484	532	1,016	+ 374
Construction	9,510	161	9,671	+ 1,754
General Contractors.....	6,309	100	6,409	+ 952
Special Trade Contractors.....	3,201	61	3,262	+ 802
Transportation, Storage and Communication	3,401	400	3,801	+ 134
Transportation.....	2,936	205	3,141	— 127
Storage.....	385	49	434	+ 225
Communication.....	80	146	226	+ 36
Public Utility Operation	372	62	434	+ 216
Trade	7,864	5,043	12,907	+ 3,595
Wholesale.....	3,028	1,072	4,100	+ 953
Retail.....	4,836	3,971	8,807	+ 2,642
Finance, Insurance and Real Estate	510	1,039	1,549	+ 361
Service	12,242	12,946	25,188	+ 1,821
Community or Public Service.....	670	1,313	1,989	+ 238
Government Service.....	5,461	824	6,285	— 642
Recreation Service.....	352	148	500	— 2
Business Service.....	1,522	754	2,276	+ 1,007
Personal Service.....	4,231	9,907	14,138	+ 1,220
GRAND TOTAL	50,161	27,365	77,526	+ 13,652

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX
AS AT MARCH 30, 1962 ⁽¹⁾**

(SOURCE: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers.....	9,142	2,066	11,208
Clerical Workers.....	20,299	50,327	70,626
Sales Workers.....	9,755	21,563	31,318
Personal and Domestic Service Workers.....	46,991	33,040	80,031
Seamen.....	4,987	111	5,098
Agriculture, Fishing, Forestry (Ex. log.).....	8,017	953	8,970
Skilled and Semi-Skilled Workers.....	280,168	19,862	300,030
Food and kindred products (incl. tobacco).....	2,424	772	3,196
Textiles, clothing, etc.....	2,838	11,363	14,201
Lumber and lumber products.....	47,024	140	47,164
Pulp, paper (incl. printing).....	1,435	549	1,984
Leather and leather products.....	1,328	1,026	2,354
Stone, clay and glass products.....	997	44	1,041
Metalworking.....	18,861	984	19,845
Electrical.....	3,961	974	4,935
Transportation equipment.....	645	120	765
Mining.....	4,090	.....	4,090
Construction.....	81,726	13	81,739
Transportation (except seamen).....	56,529	155	56,684
Communications and public utility.....	1,479	5	1,484
Trade and service.....	7,177	2,277	9,454
Other skilled and semi-skilled.....	33,702	1,099	34,801
Foremen.....	6,885	324	7,209
Apprentices.....	9,067	17	9,084
Unskilled Workers.....	200,282	30,420	230,702
Food and tobacco.....	8,440	10,769	19,209
Lumber and lumber products.....	24,672	400	25,072
Metalworking.....	7,552	628	8,180
Construction.....	106,742	.....	106,742
Other unskilled workers.....	52,876	18,623	71,499
GRAND TOTAL.....	579,641	158,342	737,983

⁽¹⁾ Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS AT MARCH 30, 1962

(SOURCE: National Employment Service, Unemployment Insurance Commission.)

Office	(1) March 30, 1962	Previous Year March 30, 1961	Office	(1) March 30, 1962	Previous Year March 30, 1961
Newfoundland.....	29,845	31,295	Quebec—Concluded		
Corner Brook.....	6,372	6,297	Sherbrooke.....	6,110	7,431
Grand Falls.....	3,373	3,554	Sorel.....	2,322	2,960
St. John's.....	20,100	21,414	Thetford Mines.....	2,087	3,063
Prince Edward Island.....	5,904	5,828	Trois-Rivières.....	6,512	7,549
Charlottetown.....	3,800	3,642	Val d'Or.....	3,144	3,454
Summerside.....	2,104	2,186	Valleyfield.....	2,764	3,393
Nova Scotia.....	38,687	41,729	Victoriaville.....	2,526	3,266
Amherst.....	1,316	1,567	Ville St. Georges.....	4,874	5,232
Bridgewater.....	2,086	2,766	Ontario.....	218,493	265,830
Halifax.....	6,191	7,007	Arnprior.....	558	886
Inverness.....	1,446	1,414	Barrie.....	1,848	1,925
Kentville.....	3,558	4,585	Belleville.....	2,518	2,892
Liverpool.....	841	1,082	Bracebridge.....	1,968	2,114
New Glasgow.....	4,705	5,344	Brampton.....	1,510	2,057
Springhill.....	1,206	1,449	Brantford.....	3,425	3,574
Sydney.....	9,612	8,357	Brookville.....	900	991
Sydney Mines.....	2,070	2,030	Carleton Place.....	414	501
Truro.....	2,295	2,497	Chatham.....	2,539	3,401
Yarmouth.....	3,361	3,631	Cobourg.....	1,075	1,241
New Brunswick.....	36,189	41,740	Collingwood.....	970	1,196
Bathurst.....	6,308	6,929	Cornwall.....	4,042	4,327
Campbellton.....	3,332	3,937	Elliot Lake.....	787	563
Edmundton.....	2,956	3,692	Fort Erie.....	1,059	990
Fredericton.....	2,556	3,229	Fort Frances.....	1,080	1,174
Minto.....	640	709	Fort William.....	3,892	4,305
Moncton(2).....	8,551	9,994	Galt.....	1,420	2,474
Newcastle.....	3,586	4,045	Gananoque.....	544	520
Saint John.....	3,350	3,566	Goderich.....	872	915
St. Stephen.....	1,707	1,800	Guelph.....	2,083	2,854
Sussex.....	870	1,015	Hamilton.....	15,310	20,512
Woodstock.....	2,333	2,824	Hawkesbury.....	1,253	1,710
Quebec.....	23,680	250,491	Kapuskasing.....	1,640	1,956
Alma.....	3,605	3,513	Kenora.....	1,539	1,604
Asbestos.....	937	1,006	Kingston.....	2,817	2,674
Baie Comeau.....	1,338	1,412	Kirkland Lake.....	2,044	2,251
Beauharnois.....	1,434	1,936	Kitchener.....	3,219	4,592
Buckingham.....	1,779	2,096	Leamington.....	1,192	2,076
Causapscal.....	3,617	3,880	Lindsay.....	914	1,011
Chandler.....	2,835	2,742	Listowel.....	601	670
Chicoutimi.....	3,767	3,710	London.....	5,704	6,708
Cowansville.....	561	659	Long Branch.....	4,217	5,377
Dolbeau.....	2,890	3,230	Midland.....	1,498	1,589
Dolbeau.....	2,890	2,910	Napane.....	921	987
Drummondville.....	734	1,099	Newmarket.....	1,734	2,122
Farnham.....	1,805	1,917	Niagara Falls.....	2,978	3,757
Forestville.....	2,583	2,581	North Bay.....	2,578	3,310
Gaspé.....	2,556	3,105	Oakville.....	853	1,317
Granby.....	5,169	5,380	Orillia.....	1,379	1,674
Hull.....	5,256	5,919	Oshawa.....	4,356	5,628
Joliette.....	3,601	3,619	Ottawa.....	8,095	9,469
Jonquière.....	1,139	1,277	Owen Sound.....	2,144	2,778
Lacate.....	3,288	3,530	Parry Sound.....	951	913
La Malbaie.....	1,277	1,688	Pembroke.....	2,676	2,875
La Tuque.....	4,782	6,040	Perth.....	845	842
Lévis.....	1,654	1,920	Peterborough.....	4,188	5,497
Louisville.....	827	915	Picton.....	540	645
Magog.....	1,942	2,292	Port Arthur.....	5,978	6,735
Maniwaki.....	4,752	5,103	Port Colborne.....	1,201	1,153
Matane.....	1,915	2,221	Prescott.....	1,086	1,320
Mégantic.....	1,911	2,255	Renfrew.....	784	805
Mont-Laurier.....	3,123	3,540	St. Catharines.....	5,136	5,964
Montmagny.....	67,285	88,063	St. Thomas.....	1,232	1,609
Montréal.....	2,918	3,007	Sarnia.....	3,093	3,529
New Richmond.....	2,192	2,153	Sault Ste. Marie.....	3,138	4,552
Port Alfred.....	16,412	18,394	Simcoe.....	1,647	1,962
Québec.....	6,314	6,552	Sioux Lookout.....	367	477
Rimouski.....	8,102	8,658	Smiths Falls.....	1,175	1,341
Rivière-du-Loup.....	2,650	2,708	Stratford.....	1,323	1,438
Roberval.....	4,487	5,210	Sturgeon Falls.....	5,359	6,333
Rouyn.....	1,594	2,100	Sudbury.....	536	1,031
Ste. Agathe des Monts.....	1,270	1,610	Tillsonburg.....	3,346	3,607
Ste. Anne de Bellevue.....	2,547	3,209	Timmins.....	51,686	64,487
Ste. Thérèse.....	2,282	3,368	Toronto.....	923	1,198
St. Hyacinthe.....	2,455	2,891	Walkerton.....	1,055	1,413
St. Jean.....	1,844	2,648	Wallaceburg.....	783	1,225
St. Jérôme.....	3,037	3,965	Welland.....	2,423	2,808
Sept-Îles.....	6,075	7,000	Weston.....	4,202	5,264
Shawinigan.....			Windsor.....	10,435	11,879
			Woodstock.....	1,136	1,781

TABLE D-5—REGISTRATIONS AT MARCH 30, 1962

(Source: National Employment Service, Unemployment Insurance Commission.)

Office	(1) March 30, 1962	Previous Year March 30, 1961	Office	(1) March 30, 1962	Previous Year March 30, 1961
Manitoba.....	34,202	36,050	British Columbia.....	71,162	86,626
Brandon.....	3,212	3,398	Chilliwack.....	2,050	2,398
Dauphin.....	2,361	2,619	Courtenay.....	933	1,437
Flin Flon.....	237	317	Cranbrook.....	2,449	1,807
Portage la Prairie.....	1,645	1,784	Dawson Creek.....	1,357	1,520
The Pas.....	532	524	Duncan.....	718	927
Winnipeg.....	26,215	27,408	Kamloops.....	1,776	1,843
Saskatchewan.....	26,980	28,267	Kelowna.....	1,802	1,985
Estevan.....	624	756	Kitimat.....	199	296
Lloydminster.....	695	788	Mission City.....	1,279	1,567
Moose Jaw.....	2,094	2,227	Nanaimo.....	1,077	1,566
North Battleford.....	1,718	1,900	Nelson.....	1,537	1,510
Prince Albert.....	3,488	3,174	New Westminster.....	10,171	11,832
Regina.....	6,670	6,667	Penticton.....	1,867	2,226
Saskatoon.....	5,923	6,627	Port Alberni.....	718	981
Swift Current.....	1,399	1,366	Prince George.....	1,816	3,197
Weyburn.....	736	831	Prince Rupert.....	1,754	1,954
Yorkton.....	3,633	3,931	Princeton.....	681	732
Alberta.....	40,930	46,160	Quesnel.....	1,515	1,970
Blairmore.....	733	858	Trail.....	1,220	1,363
Calgary.....	11,846	12,980	Vancouver.....	28,948	36,293
Drumheller.....	871	880	Vernon.....	2,509	3,050
Edmonton.....	17,783	21,115	Victoria.....	4,107	5,394
Edson.....	1,115	944	Whitehorse.....	680	778
Grande Prairie.....	1,265	1,680	Canada.....	737,983	864,016
Lethbridge.....	3,627	3,645	Males.....	579,641	653,034
Medicine Hat.....	1,764	1,728	Females.....	158,342	180,982
Red Deer.....	1,926	2,329			

(1) Preliminary subject to revision.

(2) Includes 1274 registrations for the Magdalen Islands local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, D.B.S. from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 270, February issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT.

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1962—January.....	4,161,000	3,462,500	698,500*
1961—December.....	4,196,000	3,594,800	601,200*
November.....	4,081,000	3,695,000	386,000*
October.....	3,991,000	3,722,300	268,700
September.....	3,966,000	3,736,800	229,200
August.....	3,987,000	3,757,700	229,300
July.....	3,971,000	3,715,700	255,300
June.....	3,943,000	3,676,100	266,900
May.....	3,891,000	3,550,000	341,000
April.....	4,126,000	3,412,900	713,100
March.....	4,210,000	3,372,000	838,000
February.....	4,247,000	3,374,200	872,800
January.....	4,240,000	3,393,100	846,900

*By virtue of seasonal benefit class B, the claimant count during the seasonal benefit period may include a number of persons who were not represented in the insured population within the last six months. This explains, in part, unequal variations in the month-to-month movement of the employed and claimants.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, FEBRUARY, 1962

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	5,894	4,734	1,160	6,499	5,372	1,127	2,119
Prince Edward Island.....	1,039	835	204	1,137	1,016	121	274
Nova Scotia.....	11,431	6,951	4,480	12,212	10,940	1,272	2,673
New Brunswick.....	8,943	6,825	2,018	9,558	8,076	1,482	2,349
Quebec.....	65,714	47,295	18,419	67,991	57,307	10,684	19,700
Ontario.....	66,355	46,101	20,254	70,927	59,986	10,941	17,131
Manitoba.....	9,222	7,208	2,014	9,322	8,005	1,317	1,972
Saskatchewan.....	6,209	4,933	1,276	6,630	5,603	1,027	1,520
Alberta.....	11,862	8,416	3,446	12,448	10,558	1,890	3,384
British Columbia.....	19,074	12,934	6,140	20,420	16,682	3,738	5,364
Total, Canada, February 1962.....	205,643	146,232	59,411	217,144	183,545	33,599	56,495
Total, Canada, January 1962.....	320,216	237,296	82,920	366,463	311,347	55,121	67,996
Total, Canada, February 1961.....	234,604	166,702	67,902	250,038	217,896	32,142	62,978

*In addition, revised claims received numbered 52,551.

†In addition, 56,431 revised claims were disposed of. Of these, 6,892 were special requests not granted and 2,041 were appeals by claimants. There were 13,489 revised claims pending at the end of the month.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, FEBRUARY 28, 1962

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Number of weeks on claim							Percentage	February 28, 1961 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	718,668	127,532	66,255	153,988	185,869	84,297	32,701	68,026	41.1	872,842
Male.....	570,314	103,389	52,768	124,055	157,743	67,318	23,305	41,736	44.8	697,239
Female.....	148,354	24,143	13,487	29,933	28,126	16,979	9,396	26,290	26.9	175,603
Newfoundland.....	38,172	5,178	3,297	9,850	14,495	2,896	902	1,554	83.6	40,164
Male.....	30,148	4,917	3,123	9,377	14,029	2,680	793	1,229	85.0	38,101
Female.....	2,024	261	174	473	466	216	109	325	58.3	2,063
Prince Edward Island....	7,749	545	424	1,773	3,615	969	160	263	78.7	7,915
Male.....	6,497	449	368	1,540	3,102	767	119	152	81.0	6,673
Female.....	1,252	96	56	233	513	202	41	111	67.1	1,242
Nova Scotia.....	42,509	7,945	2,962	10,439	11,253	4,306	1,433	4,171	55.4	47,972
Male.....	37,011	7,085	2,521	9,254	10,254	3,696	1,081	3,120	57.3	42,068
Female.....	5,498	860	441	1,185	999	610	352	1,051	42.3	5,904
New Brunswick.....	38,970	5,433	3,370	8,641	12,775	4,649	1,476	2,626	72.9	44,584
Male.....	32,598	4,811	2,964	7,508	11,029	3,730	1,042	1,514	75.5	38,034
Female.....	6,372	622	406	1,133	1,746	919	434	1,112	59.3	6,550
Quebec.....	213,828	41,775	21,353	43,885	54,089	23,191	8,973	20,562	42.5	274,572
Male.....	175,668	35,321	18,260	37,120	47,069	18,850	6,607	12,441	45.9	224,537
Female.....	38,160	6,454	3,093	6,765	7,020	4,341	2,366	8,121	27.1	50,035
Ontario.....	208,089	38,440	20,113	44,056	47,729	24,709	10,217	22,825	24.3	257,967
Male.....	154,120	28,930	14,799	32,873	38,040	18,895	6,909	13,674	25.6	191,748
Female.....	53,969	9,510	5,314	11,183	9,689	5,814	3,308	9,151	20.4	66,219
Manitoba.....	36,336	5,875	3,492	8,009	9,896	4,637	1,663	2,764	35.3	39,390
Male.....	28,472	4,478	2,543	6,201	8,280	3,779	1,281	1,910	39.9	31,264
Female.....	7,864	1,397	949	1,808	1,616	858	382	854	18.5	8,126
Saskatchewan.....	26,980	3,646	2,135	5,793	7,731	4,339	1,388	1,948	52.5	28,398
Male.....	21,692	2,907	1,661	4,514	6,630	3,734	1,068	1,178	57.0	23,261
Female.....	5,288	739	474	1,279	1,101	605	320	770	34.1	5,137
Alberta.....	37,256	7,479	3,585	8,709	8,041	4,763	1,998	2,681	42.2	44,116
Male.....	28,226	5,880	2,640	6,572	6,619	3,722	1,329	1,464	46.5	35,161
Female.....	9,030	1,599	945	2,137	1,422	1,041	669	1,217	28.8	8,955
British Columbia.....	68,779	11,216	5,524	12,833	16,245	9,838	4,491	8,632	31.4	87,764
Male.....	49,882	8,611	3,889	9,096	12,691	7,465	3,076	5,054	34.1	66,392
Female.....	18,897	2,605	1,635	3,737	3,554	2,373	1,415	3,578	24.2	21,372

TABLE E-4— BENEFIT PAYMENTS BY PROVINCE, FEBRUARY, 1962

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	120,308	2,867,824
Prince Edward Island.....	25,438	553,172
Nova Scotia.....	132,538	3,105,439
New Brunswick.....	114,670	2,545,225
Quebec.....	679,638	16,864,792
Ontario.....	706,879	17,373,885
Manitoba.....	123,655	3,064,322
Saskatchewan.....	93,859	2,322,687
Alberta.....	121,569	3,070,080
British Columbia.....	242,904	6,220,909
Total, Canada, February 1962.....	2,361,458	57,988,335
Total, Canada, January 1962.....	2,352,548	57,799,308
Total, Canada, February 1961.....	2,949,539	70,988,922

*"Weeks paid" represent the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year.....	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year.....	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—April.....	129.1	123.9	133.2	111.9	141.0	155.3	145.5	115.8
May.....	129.0	123.2	132.9	112.4	141.8	155.3	146.0	115.8
June.....	129.0	123.5	132.9	112.5	141.2	155.0	145.8	115.8
July.....	129.0	124.9	132.9	112.2	138.7	155.1	145.0	115.8
August.....	129.1	125.3	132.9	112.1	139.0	154.6	145.4	116.1
September.....	129.1	123.2	133.5	113.1	140.0	155.0	146.7	117.3
October.....	129.2	123.3	133.6	113.6	140.0	155.3	146.2	117.3
November.....	129.7	123.6	133.7	114.0	141.5	156.7	146.3	117.3
December.....	129.8	124.5	133.8	113.7	141.1	156.8	146.3	117.3
1962—January.....	129.7	124.8	134.0	111.6	140.6	156.8	146.6	117.3
February.....	129.8	125.0	134.0	111.8	140.7	157.2	146.7	117.2
March.....	129.7	124.4	134.0	112.9	139.9	157.2	146.7	117.5
April.....	130.3	125.8	134.0	113.2	140.2	158.1	146.6	117.9

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MARCH 1962

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	March 1961	February 1962	March 1962					
① St. John's, Nfld.....	116.5	116.6	116.7	110.7	115.3	110.8	112.2	132.9
Halifax.....	128.0	129.6	129.4	120.3	137.6	123.3	131.5	140.7
Saint John.....	129.7	130.7	130.6	123.3	142.0	121.4	124.9	144.5
Montreal.....	129.0	130.1	130.1	129.7	146.8	106.0	120.4	140.7
Ottawa.....	130.1	131.0	130.7	122.0	149.9	118.4	123.5	142.7
Toronto.....	130.9	131.7	131.7	122.8	152.1	117.2	126.1	141.2
Winnipeg.....	127.0	128.1	128.3	125.2	136.0	118.2	120.4	138.3
Saskatoon—Regina.....	124.8	126.7	126.8	121.7	124.2	127.8	128.4	132.8
Edmonton—Calgary.....	124.5	125.1	125.0	118.3	125.2	120.5	128.1	134.2
Vancouver.....	129.6	129.6	129.1	122.1	136.8	117.2	135.5	136.7

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

① St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the National Employment Service. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 114, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1957-1962

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
1959.....	203	218	100,127	2,286,900	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
1961: March.....	20	31	4,328	40,440	0.04
April.....	20	32	6,437	67,880	0.07
May.....	35	50	12,182	106,320	0.10
June.....	22	39	12,404	127,790	0.12
July.....	28	41	8,806	94,680	0.09
August.....	32	47	8,347	64,660	0.06
September.....	32	53	10,647	105,080	0.10
October.....	30	56	40,400	416,660	0.38
November.....	24	49	11,059	122,100	0.11
December.....	13	40	22,000	140,890	0.13
*1962: January.....	20	40	9,174	85,420	0.08
February.....	15	44	10,855	72,070	0.07
March.....	30	46	12,426	143,800	0.14

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, MARCH 1962, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....			
Mines.....	2	1,040	10,410
Manufacturing.....	27	8,649	112,490
Construction.....	7	1,984	7,510
Transpn. & utilities.....	4	187	1,270
Trade.....	4	109	1,950
Finance.....			
Service.....	2	457	10,170
Public administration.....			
All industries.....	46	12,426	143,800

TABLE G-3—STRIKES AND LOCKOUTS, MARCH 1962, BY JURISDICTION

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....	4	894	3,300
New Brunswick.....	1	35	170
Quebec.....	7	5,922	42,230
Ontario.....	21	5,104	91,350
Manitoba.....	1	16	10
Saskatchewan.....			
Alberta.....	2	167	1,710
British Columbia.....	9	260	5,000
Federal.....	1	28	30
All jurisdictions....	46	12,426	143,800

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
MARCH 1962**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			March	Accu- mulated		
MINES <i>Metal</i> Opemiska Copper Mines, Chapais, Que.	Mining Employees' Fed- eration (CNTU)	450 (112)	9,230	50,630	Oct. 20 Mar. 29	Job classification, sickness and accident insurance, sen- iority, union security ~ Job classification, grievance pro- cedure, seniority, pension plan, union security; wage increase of 2.5% over 3-yr. period.
Campbell Chibougamau, Chibougamau, Que.	Steelworkers Loc. 5186 (AFL-CIO/CLC)	590	1,180	1,180	Mar. 27 Mar. 29	Slow progress of negotiations ~ Return of workers with signing of 3-yr. contract.
MANUFACTURING <i>Rubber</i> Goodyear Tire and Rubber, New Toronto, Ont.	Rubber Workers Loc. 232 (AFL-CIO/CLC)	200 (1,000)	400	600	Feb. 28 Mar. 5	Piece-work procedures ~ Re- turn of workers; piece-work procedures to be discussed.
<i>Textiles</i> Montrose Worsted Mills, Granby, Que.	Textile Federation (CNTU)	245	370	370	Mar. 1 Mar. 5	Dismissal of two workers ~ Two workers reinstated.
Canadian Celanese, Drummondville, Que.	Textile Workers' Union Loc. 1435 (AFL-CIO/ CLC)	1,950	24,380	24,380	Mar. 17	Wages, hours, Rand formula, health plan, seniority ~
<i>Knitting Mills</i> Nova Scotia Textiles, Windsor, N.S.	United Textile Workers Loc. 159 (AFL-CIO/CLC)	150	150	150	Mar. 30	New piece-work rates follow- ing installation of automatic machinery ~
<i>Wood</i> Western Plywood (Alta.) Edmonton, Alta.	Woodworkers Loc. 1-207 (AFL-CIO/CLC)	125	1,630	1,630	Mar. 15	Wages, hours, union secur- ity ~
<i>Furniture and Fixtures</i> Canadian Office and School Furniture, Preston, Ont.	Carpenters Loc. 3189 (AFL-CIO/CLC)	104	310	14,810	Sept. 8 Mar. 6	Union security ~ Return of workers pending negotiations
<i>Primary Metals</i> Dominion Iron and Steel, Sydney, N.S.	Steelworkers Loc. 1064 (AFL-CIO/CLC)	673	2,880	2,880	Mar. 12 Mar. 20	Re-scheduling of mill force ~ Return of workers.
Quebec Iron and Titanium, Tracy, Que.	Metal Trades Federation (CNTU)	1,050	2,250	2,250	Mar. 15 Mar. 19	Reduction of wages due to job evaluation ~ Return of workers, negotiations on job evaluation to be resumed.
Barber Die Casting, Hamilton, Ont.	Steelworkers Loc. 4153 (AFL-CIO/CLC)	115	120	120	Mar. 30	Grievance procedures ~
<i>Metal Fabricating</i> American Standard Products, Toronto, Ont.	Potters Loc. 231 (AFL-CIO/CLC)	160	960	960	Mar. 2 Mar. 12	Existing incentive bonus ~ Return of workers.
<i>Transportation Equipment</i> Chrysler Corporation, Windsor, Ont.	Auto Workers Loc. 444 (AFL-CIO/CLC)	3,000	66,000	87,000	Feb. 19	Wages, fringe benefits ~
<i>Non-Metallic Mineral Products</i> Pilkington Glass (Danforth Road Plant), Toronto, Ont.	Glass and Ceramic Work- ers Loc. 295 (AFL-CIO/CLC)	324	6,480	6,480	Mar. 5 Apr. 2	Wages ~ Signing of 2-yr. agreement.

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
MARCH 1962**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			March	Accu- mulated		
CONSTRUCTION Meco Electric, Smiths Falls, Ont.	I.B.E.W. Loc. 586 (AFL-CIO/CLC)	183	920	920	Mar. 7 Mar. 14	Non-fulfilment of contributory portion of pension plan, minor grievances—New contract with 10¢ per man-hour welfare payment; adjustment of grievances and travelling time.
Quebec Hydro, Carillon, Que.	Building trades unions	1,600	4,800	4,800	Mar. 9 Mar. 12	Wages—Terms of settlement not reported.
TRANSPN. & UTILITIES Power, Gas and Water Ottawa Sanitation Services, Ottawa, Ont.	Public Employees Loc. 814 (CLC)	108	760	760	Mar. 7 Mar. 16	Wages ~ Wage increases during 2nd. and 3rd. yr. bringing drivers rate to \$79.36 a wk.; former city employees, loaders \$1.70 an hr., others \$1.68, other improvements.
SERVICE INDUSTRIES Personal Services Royal York Hotel, Toronto, Ont.	Hotel Employees Loc. 209 (AFL-CIO/CLC)	445	9,850	175,220	Apr. 24	Wages, notice of lay-off~

Figures in parentheses indicate the number of workers indirectly affected.

Collective Bargaining Scene

(Continued from page 523)

NORTH YORK TOWNSHIP, ONT.—PUBLIC EMPL. (CLC) (OUTSIDE EMPL.): 2-yr. agreement covering 500 empl.—wage increases of 7½¢ an hr. retroactive to Jan. 1, 1962 and of 7½¢ an hr. additional in 1963; afternoon and night shift premiums increased to 10¢ and 12¢ respectively (formerly 8¢ and 10¢).

NORTHERN ELECTRIC, BELLEVILLE, ONT. & MONTREAL, QUE.—EMPL. ASSN. (IND.) (PLANT EMPL.): 1-yr. agreement covering 7,300 empl.—wage increases ranging from 3¢ to 7¢ an hr. for day wkrs., 3¢ to 6¢ an hr. for incentive wkrs. and of 8¢ an hr. for skilled tradesmen retroactive to Feb. 23, 1962; in addition, maximum merit rates of employees in the Telephone Contract Division at St. Laurent will be increased by 2¢ an hr.; wage increases ranging from 2¢ to 7½¢ an hr. for installation employees in the Eastern Region; 8 paid holidays—when falling on weekends, to be observed on succeeding Monday (formerly, observance on alternative day applied only to Christmas and New Year's Day); 3 wks. vacation for empl. with 15 to 25 yrs. of service plus 1 additional day for each yr. of service after 25 yrs.; 4 wks. vacation after 29 yrs. of service (formerly after 30 yrs.); new base rate will be \$1.83 an hr.

NORTHERN ELECTRIC, MONTREAL, QUE.—OFFICE EMPL. ASSN. (IND.): 1-yr. agreement covering 2,200 empl.—salary increases ranging from \$3.50 to \$15 a mo. retroactive to March 3, 1962; 8 paid holidays—when falling on weekends, to be observed on succeeding Monday (formerly, observance on alternative day applied only to Christmas and New Year's Day); improvements in vacation provisions.

SWIFT CDN. (6 PLANTS), CANADA-WIDE—PACKINGHOUSE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 3,000 empl.—wage increases of 6¢ an hr. eff. April 1, 1962 and of 5½¢ an hr. additional eff. April 1, 1963; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); 2 days bereavement leave with pay (formerly 8 hrs.); company will pay full cost of work clothing (no previous provision); labourer's rate in Toronto after April 1, 1963 will be \$2.04 an hr.

TORONTO ELECTRIC COMMISSIONERS, ONT.—PUBLIC SERVICE EMPL. (CLC): new agreement covering 700 empl.—terms of settlement not immediately available.

VANCOUVER CITY, B.C.—FIRE FIGHTERS (AFL-CIO/CLC): 1-yr. agreement covering 650 empl.—general salary increase of 1½%; new salary for fire fighter (first yr.) will be \$365 a mo.

VANCOUVER POLICE COMMISSIONERS BD., B.C.—B.C. PEACE OFFICERS (CLC): 1-yr. agreement covering 750 empl.—general salary increase of 1½% plus an increase in service pay from \$2.50 to \$3.50 a mo. after completion of 5 yrs. of service; probationer constable's salary will be \$365 a mo.

HIRAM WALKER & SONS, WALKERVILLE, ONT.—DISTILLERY WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 600 empl.—wage increase of 7¢ an hr. retroactive to Jan. 1, 1962; wage increases ranging from 8¢ to 12¢ an hr. eff. Jan. 1, 1963 and additional wage increases ranging from 10¢ to 14¢ an hr. eff. Jan. 1, 1964; 4 wks. vacation after 20 yrs. of service (previously after 25 yrs.); majority of wkrs. will be guaranteed 52 wks. of work each yr. and the others a minimum of 44 wks.; labourer's rate after Jan. 1, 1964 will be \$2.38 an hr.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA BY MAIN INDUSTRY GROUPS
1928-1961

	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
1928.....	194	176	43	260	201	250	34	353	64	.....	102	.....	1,677
1929.....	156	235	54	234	250	298	40	326	58	1	112	.....	1,766
1930.....	122	175	36	258	196	324	42	327	58	.....	117	.....	1,655
1931.....	163	76	40	158	142	217	44	205	45	3	97	.....	1,188
1932.....	154	73	30	123	116	124	21	190	51	2	83	1	974
1933.....	111	91	36	112	103	65	15	161	48	3	63	.....	808
1934.....	151	114	47	144	103	118	20	165	52	.....	86	.....	1,000
1935.....	124	116	38	175	133	103	25	184	44	1	66	.....	1,009
1936.....	127	133	57	181	112	105	14	240	45	2	86	2	1,071
1937.....	156	149	52	201	157	170	23	227	46	1	65	.....	1,247
1938.....	156	143	30	253	136	154	19	166	44	.....	66	.....	1,167
1939.....	162	148	29	189	110	133	25	181	44	.....	70	.....	1,107
1940.....	127	177	34	175	144	173	25	236	51	1	65	.....	1,208
1941.....	144	178	24	262	263	176	30	317	65	1	93	.....	1,553
1942.....	107	170	34	199	315	227	21	318	44	1	84	.....	1,510
1943.....	99	151	49	213	310	154	16	334	59	1	79	.....	1,465
1944.....	109	137	34	159	271	100	17	264	53	1	59	.....	1,204
1945.....	114	166	20	188	269	127	24	292	52	.....	88	5	1,345
1946.....	119	145	41	174	346	132	22	237	53	3	99	7	1,378
1947.....	117	192	30	190	265	170	40	289	57	8	110	8	1,476
1948.....	94	171	30	194	268	182	45	248	45	3	106	1	1,387
1949 ⁽¹⁾	113	141	32	201	249	152	42	249	43	2	131	4	1,359
1950 ⁽¹⁾	58	160	42	173	243	156	61	193	54	.....	119	.....	1,259
1951 ⁽¹⁾	97	179	20	188	219	213	31	240	49	3	130	.....	1,369
1952 ⁽¹⁾	102	176	21	212	228	248	42	242	44	1	102	.....	1,418
1953 ⁽¹⁾	114	167	33	187	242	223	35	178	58	4	80	.....	1,321
1954 ⁽¹⁾	100	168	31	204	207	238	26	193	53	3	73	.....	1,296
1955 ⁽¹⁾	88	183	32	179	219	243	42	211	50	5	74	.....	1,326
1956.....	106	197	18	250	200	312	30	228	56	1	64	.....	1,462
1957.....	92	141	23	185	209	340	42	207	66	2	80	.....	1,387
1958.....	97	129	38	231	166	281	31	163	40	4	89	.....	1,269
1959.....	101	143	72	175	195	297	33	182	50	2	76	.....	1,326
1960.....	69	131	27	180	186	199	36	154	51	2	99	.....	1,134
1961 ⁽²⁾	68	98	38	123	171	223	35	153	48	1	79	.....	1,037

(1) Prior to 1956 the Department had classified as "industrial" fatalities, deaths which occurred at the place of work of the deceased person even though such deaths were not the result of a condition or event connected with the employment of the person concerned. This practice has been discontinued. Figures for the years 1949 to 1955 have been revised accordingly.

(2) These figures are preliminary. They include 861 reported by the Workmen's Compensation Boards and the Board of Transport Commissioners and 176 compiled from other sources some of which will presently be reported by the Boards. The 176 fatalities were distributed as follows: Agriculture 66; Logging 6; Fishing and Trapping 25; Mining 5; Manufacturing 10; Construction 20; Public Utilities 2; Transportation, Storage and Communications 26; Trade 3; Finance 0; Service 13.

TABLE II-2—INDUSTRIAL FATALITIES IN CANADA BY INDUSTRIES AND CAUSES

Causes	1961 (a)										1960 (c)																			
	Striking Against and Stepping on Objects:										TOTAL																			
	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL					
Tools.....																														
Machinery.....																														
Belts, pulleys, chains, lines, etc.....																														
Working materials.....																														
Nails and spikes.....																														
Buildings and structures (including parts of these such as doors, windows, etc.).....																														
Working surfaces.....																														
Miscellaneous.....																														
Total.....	5	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	293					
Struck by:																														
Tools.....																														
Machinery.....																														
Belts, pulleys, chains, lines, etc.....																														
Cranes, derricks, other hoisting or conveying apparatus.....																														
Automobiles or trucks.....																														
Tractors, leadmobiles, etc.....																														
Mine or quarry cars.....																														
Trains or other railway vehicles.....																														
Streetcars.....																														
Other motor-driven transportation vehicles, N.E.C.....																														
Man-powered vehicles and craft.....																														
Objects thrown or kicked back by tools.....																														
Objects thrown or kicked back by machines.....																														
Objects being hoisted or conveyed.....																														
Objects falling or flying in mines and quarries.....																														
Materials being handled by fellow worker.....																														
Materials being handled by victim.....																														
Materials falling from stockpiles and loads.....																														
Another person (other than acts of violence).....																														
Animals.....																														
Falling trees or limbs.....																														
Landslides or cave-ins.....																														
Flying particles.....																														
Atmosphere.....																														
Atmosphere-drawn vehicles.....																														
Miscellaneous.....																														
Total.....	9	61	34	30	60	5	31	13	25	268	11	73	64	47	55	4	18	5	16	293	11	73	64	47	55	4	18	5	16	293

- Machinery.....
- Belts, pulleys, chains, lines, etc.....
- Elevators, hoisting and conveying apparatus.....
- Buildings and structures (including parts of these such as doors, windows, etc.).....
- Automobiles and trucks.....
- Tractors, leadmobiles, etc.....
- Mine and quarry cars.....
- Trains or other railway vehicles.....
- Streetcars.....
- Miscellaneous transportation vehicles and craft.....
- Materials in use or stored in plant.....
- Objects in water (e.g., logs, caught between boat and wharf).....
- Miscellaneous.....

Falls and Slips

(a) falls on same level

(a) falls on same level

Sub Total

TABLE H-2—INDUSTRIAL FATALITIES IN CANADA BY INDUSTRIES AND CAUSES

Causes	1961(c)												1960(c)														
	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL	
(b) falls to different levels																											
From ladders or stairs.....						4	5	1	1	2	1	3	17														
From scaffolds and stagings.....				3	6	22	2	2	1	2		3	37														
From platforms, ramps and stationary vehicles.....						2						3	4														
From buildings, roofs and towers.....				3	14	1	1	1	1	3		1	23														
From bridges, trestles and catwalks.....						5						1	8														
From poles, trees, logs and stumps.....							2						2														
From stockpiles and loads.....	1					3							2														
From moving railway vehicles.....				1				1					5														
From other moving transportation vehicles.....	3	1		2	1	1		4				1	6														
Into holds of vessels.....									2				3														
Into shafts, pits, excavations, etc.....				6	1	5				1			13														
Into rivers, lakes, sea or harbours.....	1	16	35	1	8	6		13	1	1			82			24	20	3	12	8	3	20	3				
Into storage bunkers.....													1														
Into tanks, vats or kilns.....				1									1														
Miscellaneous falls to different level.....	1			3	5				1	1		2	13														
Sub Total.....	6	17	35	12	33	65	5	24	9	1	15	1	222			9	27	21	15	33	57	6	33	10	1	18	230
Total.....	6	18	35	17	39	69	5	24	9	1	15		239			13	28	21	15	35	60	6	36	11	1	21	247
Conflagrations, Temperature Extremes and Explosions:																											
Conflagrations.....	5		1	3	1	2	1	1	2		4		20			2		1	1	3			1				16
Exposure to welding flashes.....						3							3														
Exposure to cold or cold substances.....				1															1								
Exposure to steam or other hot vapours.....						1			1				2														
Exposure to molten metal.....						2							2														
Exposure to hot liquids or hot substances, N.E.C.....						1							2														
Explosions—blasting accidents.....						1		1					5				8		1	1							10
Explosions of coal and/or dust.....																											
Air blasts (bumps) in mines.....																											
Explosions of steam pressure apparatus.....																											
Explosions of liquid air, gas pressure apparatus and containers.....																											
Explosions of gasoline and/or oil.....	1			1	4	2		2		2			12			1		1	4	4		2					2
Explosion of chemicals.....										1			3						2								13
Explosion of firearms (accidental).....													1														1
Other explosions.....							1					1	4			1		1	2				3				7
Total.....	6	1	1	8	10	10	4	3	6		6		55			4		11	14	11		1	6		6	13	69

Inhalation, Contact, Absorptions, Ingestion (asphyxiation, poisoning, etc.) and Industrial Diseases:

[illegible]

(1) Preliminary.

(2) Revised.

(3) Most of these workers may have been incapacitated for some years; this number does not represent the workers who have contracted this disease in 1960 or 1961.

* See footnote (2) Table H-1.

TABLE H-3—INDUSTRIAL FATALITIES IN CANADA, BY PROVINCES AND INDUSTRIES

Industry	1961 ⁽²⁾													1960 ⁽²⁾												
	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total		
Agriculture			3		8	35	5	4	9	4		68			1	3	4	6	40	5	6	3	1		69	
Logging			2	3	8	20	1	1	4	59		98		2		1	8	22	19			6	73		131	
Fishing and Trapping			22	1		2				13		38				14	1			1			8	2	27	
Mining and Quarrying			7		18	44	7	4	16	17	5	123		7	15	4	21	66	4	8	16	38	1	180		
Metallic mining.....	5				12	41	7	1	1	10	4	78	2				17	59	2	2		28	1	111		
Coal mining.....	2		6						1	5	7	19			15	4					1	6	2	28		
Non-metallic mineral mining and quarrying, n.e.s.	3		1		6	3	2	10			1	26		5			4	7	2	5	10	8		41		
Manufacturing			6	6	30	84	3	2	16	22		171		4	8	3	57	68	6	3	17	20		186		
Food and beverages.....					2	7	1			4		14			2		7	7	3	1	4	1		25		
Tobacco and tobacco products.....												1						1						2		
Rubber products.....																										
Leather products.....																										
Textile products (except clothing).....						2						2												3		
Clothing (textile and fur).....																										
Wood products.....			3	4	6	2		3	10			28				1	3	14	11		4	10		43		
Paper products.....			1	8	4							13			3		8	5						19		
Printing, publishing and allied trades.....												2												2		
Iron and steel products.....			3	8	28			1	4	1		45				2	7	24	2	1	4	2		42		
Transportation equipment.....	1		3	1	4	7	1	1	1			18		1			5	1	1	2	3			14		
Non-ferrous metal products.....					1	10				4		15					2	6						9		
Electrical apparatus and supplies.....	1				2	2			6			12				1	1	1			1	1		4		
Non-metallic mineral products.....					6	6			6			12					3	8						11		
Chemical products.....					2	7	1	1		1		12					5	3						10		
Miscellaneous manufacturing industries.....			1	1		3						5												2		
Construction	10		7	12	51	65	6	14	38	20		223		2	1	6	7	55	64	6	8	24	26		199	
Buildings and structures.....	7		2	4	35	37	2	6	19	2		114		1	1	1	3	36	31	4	3	13	14		107	
Highway and bridge.....	2		3	5	7	15	1	1	10	6		39				2	1	15	25	2	3	11	9		69	
Miscellaneous.....	1		3	3	9	13	3	7	9	12		60				3	3	4	8		2		3		23	
Public Utilities			1		16	10	1	2	2	3		35		3	2		2	9	9	3	1	2	5		36	
Transportation, Storage and Communications			3	1	6	3	28	7	6	11	31	153		2	1	10	6	35	44	7	7	17	21	4	154	
Steam railways.....	1		3	1	7	15	4	2	4	2		39				4	1	12	12	1	1	5	6		44	
Street and electric railways.....																										
Water transportation ⁽¹⁾			1	2	11	7						30				6	4	9	4						32	
Air transportation ⁽¹⁾	2											18					1	6	1					2	22	
Local and highway transportation.....		1			9	20	2	3	5	13		54		1						5	4	9	2		49	
Storage.....												3								1	7			1	11	

TABLE H-4—INDUSTRIAL FATALITIES IN CANADA IN 1961, BY MONTHS AND INDUSTRIES

Industry	January	February	March	April	May	June	July	August	September	October	November	December	Total 1961 (1)	Per Cent of Total	Total 1960 (2)	Per Cent of Total	No. Employed (3)
Agriculture.....	3	2	6	7	10	4	3	6	9	6	.....	3	68	6.6	69	6.1	674
Logging.....	5	16	13	1	7	7	7	7	8	10	11	6	98	9.5	131	11.6	86
Fishing and Trapping.....	.....	8	18	1	2	4	.....	.....	.....	1	.....	4	38	3.7	27	2.4	18
Mining and Quarrying.....	10	8	8	13	15	17	9	8	12	3	12	8	123	11.8	180	15.9	79
Manufacturing.....	13	12	11	13	15	11	17	22	18	15	10	14	171	16.4	186	16.4	1,515
Construction.....	14	10	11	11	19	19	28	31	23	31	17	9	223	21.5	199	17.4	406
Public Utilities.....	3	1	2	2	4	5	4	1	3	2	4	4	35	3.4	36	3.2	77
Transportation, Storage and Communications.....	13	17	10	8	15	15	10	13	14	22	7	9	153	14.8	154	13.6	432
Trade.....	4	6	2	3	5	3	2	6	5	5	3	4	48	4.6	51	4.5	983
Finance.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	1	0.1	2	0.2	239
Service.....	12	4	8	.....	8	8	6	7	6	9	7	4	79	7.6	99	8.7	1,541
Total.....	77	84	89	59	101	93	86	101	98	104	80	65	1,037*	100.0	1,134	100.0	6,049

(1) Preliminary figures.

(2) Revised figures.

(3) Annual average compiled from the Labour Force Bulletin published by the Dominion Bureau of Statistics.

* See footnote (2) Table H-1.

**TABLE H-5—INDUSTRIAL INJURIES, NON-FATAL AND FATAL, IN CANADA,
REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS**

(Latest statistics available at press time)

Province	Medical Aid Only ⁽¹⁾	Temporary Disability	Permanent Disability	Fatal	Total
1957					
Newfoundland.....	4,876	3,743	32	7	8,658
Prince Edward Island.....	779	606	4	4	1,393
Nova Scotia.....	9,953	7,003	614	53	17,623
New Brunswick.....	6,783	7,700	202	26	14,711
Quebec.....				291	110,401
Ontario.....	177,154	68,722	2,278	338	248,492
Manitoba.....	12,508	5,650	226	30	18,414
Saskatchewan.....	11,191	9,386	174	52	20,803
Alberta.....	25,808	20,236	784	105	46,933
British Columbia.....	48,738	25,620	1,322	191	75,871
Total.....					563,299
1958					
Newfoundland.....	4,663	3,410	91	15	8,179
Prince Edward Island.....	843	616	6	3	1,468
Nova Scotia.....	8,961	6,075	651	110	15,797
New Brunswick.....	7,402	5,773	175	35	13,385
Quebec.....				206	95,868
Ontario.....	161,355	64,441	2,440	303	228,539
Manitoba.....	12,983	5,314	259	32	18,588
Saskatchewan.....	11,136	9,320	202	41	20,699
Alberta.....	25,995	19,033	781	103	45,912
British Columbia.....	40,753	20,951	1,249	156	63,109
Total.....					511,544
1959					
Newfoundland.....	5,142	4,134	92	17	9,385
Prince Edward Island.....	1,038	800	20	3	1,861
Nova Scotia.....	10,373	6,451	591	47	17,462
New Brunswick.....	7,076	6,336	148	27	13,587
Quebec.....				186	99,258
Ontario.....	179,358	70,225	2,612	309	252,504
Manitoba.....	12,983	5,314	259	32	18,588
Saskatchewan.....	11,932	9,670	151	47	21,800
Alberta.....	27,602	19,743	815	117	48,277
British Columbia.....	41,324	21,717	1,134	161	64,336
Total.....					547,058
1960					
Newfoundland.....	5,537	4,823	112	26	10,498
Prince Edward Island.....	1,043	731	13	4	1,791
Nova Scotia.....	10,336	6,977	529	37	17,879
New Brunswick.....	11,482	7,585	212	32	19,311
Quebec.....				220	100,704
Ontario.....	172,498	64,992	2,710	269	240,469
Manitoba.....	12,787	8,931	331	22	22,071
Saskatchewan.....	12,140	9,725	142	25	22,032
Alberta.....	26,457	19,101	797	116	46,471
British Columbia.....	38,715	21,518	1,037	161	61,431
Total.....					542,657
1961⁽²⁾					
Newfoundland.....	5,317	3,495	41	11	8,864
Prince Edward Island.....	889	497	6	2	1,394
Nova Scotia.....	9,259	6,280	37	32	15,608
New Brunswick.....	9,097	7,421	223	23	16,764
Quebec.....				204	99,502
Ontario.....	175,876	61,148	2,593	273	239,890
Manitoba.....	12,375	9,019	415	28	21,837
Saskatchewan.....	12,101	10,029	160	36	22,326
Alberta.....	29,062	18,976	738	107	48,883
British Columbia.....	41,556	20,201	1,097	139	62,993
Total.....					538,061

⁽¹⁾ Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for compensation; the period varies in the several provinces.

⁽²⁾ Preliminary figures.

Operations of the N.E.S.

(Continued from page 552)

The record high levels of activity shown by the main statistical indicators of employment service operations reflect the intensive activity in the employment market, as well as the long-range program of job-finding efforts on the part of NES local offices.

First quarter placements this year increased by 24.3 per cent over the 180,957 placements in the same period of 1961.

The increase was reflected in all regions of the country. The percentage increase in placements by regions were:

Atlantic	9.1
Quebec	16.7
Ontario	40.4
Prairie	19.0
Pacific	20.3

Regional placements in March were:

Atlantic	5,976
Quebec	22,165
Ontario	27,100
Prairie	14,939
Pacific	6,974

Legislation on Women's Work

(Continued from page 526)

of suitable rest rooms for women workers is also recommended.

In several Canadian provinces, the law requires that seats be provided for women workers if their occupation permits sitting. In two provinces, the employer is required, where ten or more women are employed in an establishment, to provide a rest room equipped with couches or chairs.

The Occupational Health Services Recommendation of 1959 lists among the functions of occupational health services "pre-employment, periodic and special medical examinations," and specifies that

such examinations should ensure particular surveillance over women, young persons and handicapped workers. Legislation in a few provinces of Canada requires pre-employment medical examinations for young persons only.

In Canada, in the absence of legislation, ILO standards are sometimes given effect by collective bargaining. For example, collective agreements may require equal pay for equal work, maternity leave and pre-employment or regular medical examinations. Employers themselves may adopt these standards in personnel policies.

Labour Conditions in Government Contracts

(Continued from page 557)

Department of Transport

Chester N S: A B C Construction Ltd, construction of Decca remote monitory bldg. *Sydney N S:* Cabot Construction Co Ltd, construction of control tower cab, Airport. *Dorval Que:* Campbell Bros & Thompson Ltd, relocation of ILS components on runway 061-24R, Montreal International Airport. *La Malbaie Que:* Arno Electric Reg'd, installation of medium intensity runway lighting & low intensity approach lighting for new runway. *Charlevoix Airport. Roberval Que:* H J O'Connell Ltd, construction of runway, Roberval Airport. *Malton Ont:* Louis Donolo (Ontario) Ltd, construction of control tower, Toronto International Airport. *Ottawa Ont:* Dibblee Construction Co Ltd, construction of extension to runway 07-25, Uplands Airport. *Timmins Ont:* M Sullivan & Son Ltd, construction of remote transmitter bldg. *Flin Flon Man:* S M Corbett, clearing of NDB site, Airport. *Kamloops B C:* Peter Kiewit Sons Co of Canada Ltd, extending & strengthening of runway 08-26, taxiway & parking area. *Port Hardy B C:* Ronald H Rothe, demolition & removal of gun butts & lean-to, Airport. *Banks Island (Sacks Harbour) N W T:* South Bend Structures Ltd, renovations to hydrogen generator & balloon inflation system. *Wrigley N W T:* McRae & Associates Construction Ltd, construction of powerhouse & related work.



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50 Years Ago This Month

Half century ago there were 1,741 union locals and 133,132 union members in Canada. (In 1961 there were 6,945 locals and 1,446,942 members.) Farmers in Eastern Canada faced labour shortage as farm labourers were moving to the West

There were 1,741 local unions in Canada 50 years ago, according to a special report issued by the Department of Labour, which was summarized in the *LABOUR GAZETTE* of June 1912. Of these, 1,531 were "international in character," the remainder being "associated with central bodies having no affiliation outside the Dominion."

(*Labour Organizations in Canada*, published by the Department of Labour, gives the number of locals in Canada in 1961 as 6,945, with a total membership of 1,446,942. Of these, 4,382 locals, with a membership of 1,040,208, belonged to international unions.)

Ontario had 700 locals, British Columbia 234, and Quebec 205. Alberta had 153, Nova Scotia 138, Manitoba 118, Saskatchewan 84, New Brunswick 73, and Prince Edward Island 7.

The *GAZETTE* drew attention to the fact that the new Western cities had, in proportion to their population, outstripped the older Eastern cities in union organization. For example, Hamilton had 48 locals, Ottawa 47, and Quebec 42; but Victoria had 42, Calgary 40, Edmonton 33, and Lethbridge 28. Among the largest cities, Toronto had 105 and Montreal 95, compared with Winnipeg with 79 and Vancouver with 76 locals.

Total union membership was 133,132, of which 119,415 belonged to international unions. The total membership of international unions in Canada and the United States was given as 2,340,865, in 27,418 unions.

The report also gave the number of union members in a number of other countries. The German Empire led with 2,644,144, the United States was second with 2,625,000, and the United Kingdom third with 2,426,592. In total membership as a percentage of total population, however, the United Kingdom came first with 5.4 per cent, Denmark second with 4.9 per cent, and the German Empire third with 4.1 per cent. For the United States the percentage was 3.0 per cent, and for Canada, 2.0 per cent. In Hungary and Italy it was only 0.4 and 0.5 per cent respectively.

A report by a special commissioner appointed by the Minister of the Interior to investigate matters in connection with immigration was summarized in the June 1912 *LABOUR GAZETTE*. The commissioner

found that in immigration plans there was a lack of co-ordination between the provinces and the Dominion.

"Inquiry made by public-spirited persons in all the provinces," in the words of the *GAZETTE*'s summary, "leads to the proposal that in each province there should be an immigration and land settlement organization whose executive head should be in co-operation with the Dominion..."

"The report recommends that the element of chance in respect of immigration be eliminated by the appointment of a board under the presidency of the Minister of the Interior consisting of the chief officers of the Immigration Department of the Dominion, a nominee of the Minister of Finance, and a representative of each province who would be the principal local executive immigration officer in the province but paid by the Dominion. The board would decide the general lines of policy, subject to confirmation by the Minister or Order-in-Council, and its participation in each provincial work would be delegated to a committee..."

The summary ended by saying, "The report of the commissioner gives an adequate impression of the desirability of extensive and permanent migration to Canada of natives of the British Isles... and exhibits immigration as a means of attaining the primacy of Canada among the Britannic nations."

Farmers in Eastern Canada, affected by the drawing off of local labour and immigrants to the Prairies, were feeling the pinch of a labour shortage in 1912. Referring to the situation in Ontario, the *GAZETTE* said that "lack of sufficient labour proved a hindering influence" and was a cause of "the high wages which were demanded for farm help."

The correspondent for London, Ont., said: "A scarcity of help on the farms is proving serious, and the rural population of the surrounding country is decreasing, large numbers having gone West."

The Woodstock, Ont., correspondent said: "There seems to be a considerable scarcity of farm help," and reported that for married men farmers were offering \$350 a year with free house, garden and milk; for unmarried men, the rate was \$300 a year and board. "Even at these figures men are hard to get," he added.

Cornwall Scene of Department's 2nd Labour-Management Conference

Industrial relations may never achieve status as a spectator sport but there is no denying that the Canadian public is looking more closely at the way labour and management behave toward each other, said Gordon Cushing, Assistant Deputy Minister of Labour, at the second Labour-Management Committee Conference, held at Cornwall, Ont., under the sponsorship of the federal Department of Labour. The first conference was held at Winnipeg (L.G., March, p. 304).

Mr. Cushing noted that more than half of the 80 delegates attending the one-day meeting had no direct affiliation with LMCs in the area. Among them were clergymen, Cornwall's recreation director, city councillors and members of the general public.

At another point in the proceedings, Mr. Cushing suggested to delegates that a little "do-it-yourself" would not be out of place. Now that the Government had set the stage, he said, labour-management committees in Cornwall and district should periodically arrange their own area meetings to promote teamwork in industry.

Company and union officials responded to the suggestion by requesting more help from the Labour-Management Co-operation Service. Although agreeing with Mr. Cushing's proposal regarding periodic labour-management meetings, they called for greater government assistance through increased research into industrial relations and plant operational problems.

Assistant Deputy Minister Cushing remarked during his luncheon address that if labour and management practised "real and sincere co-operation on a national basis," Canadian industry would thereby provide itself with an opportunity to demonstrate that it has an equal capacity to make technical progress and to use it with a sense of moral and social responsibility.

To this end, he said, the Government—through its National Productivity Council—was intent upon establishing 6,000 joint consultation committees in business and industry from coast to coast. He also revealed that LMC conferences modelled after those in Winnipeg and Cornwall would be staged in many areas of Canada.

Mr. Cushing acknowledged that improved productivity would introduce changes which are inevitable and must be accepted. Since government and public policy deal with human beings, public policy is particularly concerned with the displacement of workers. One must be concerned about this as a short-run problem, even though one has

confidence that the necessary adjustments can and will be made in the longer run.

"I suggest to you that together we must find the common answers to our common problems. It is being done in other lands—it had better be done in Canada. Finding those answers will be the measure of continuing the progress that has been made."

The value of communication in the maintenance of healthy, progressive human relations in industry was repeatedly emphasized by both labour and management delegates. J. B. O'Reilly, labour relations representative of Dominion Tar and Chemical Ltd., declared that good two-way communications between labour and management would solve "99 per cent of all their problems outside the cash one."

He recommended joint consultation at the plant level as a means of promoting closer contact between labour and management and greater understanding at contract negotiation time. "At the bargaining table it's tough for both sides to try and rationalize a position or point of view that hasn't been discussed all year," he said. Mr. O'Reilly represented management on a four-man panel discussing the joint role of company and union in planning the activities of labour-management committees.

George Shaw, personnel manager at Courtaulds (Canada) Ltd., urged that management make clear to employees exactly what the company wished to achieve. "Management must give employees the opportunity to co-operate," he said.

In the ensuing discussion of the worker's place in management's plans George Harrop, President of the Cornwall Labour Council, asserted that management had been drifting away from its obligations toward employees. He said labour needed management's confidence in the worker and management's belief in labour's sincerity. What the average worker wants, he said, is a bigger opportunity to help industry attain its objectives.

Hon. Michael Starr, Minister of Labour, has appointed Hon. Justice F. Craig Munroe of the Supreme Court of British Columbia as Chairman of the Conciliation Board established to deal with the dispute between Canadian railways and 17 unions representing non-operating employees.

The other members of the Conciliation Board are A. G. Cooper, Q.C., Halifax, nominee of the companies, and David Lewis, Q.C., Toronto, nominee of the Non-Operating Unions.

Department's Dr J.T. Montague Accepts University Appointment

The University of British Columbia recently appointed Dr. J. Tait Montague as Director of the Institute of Industrial Relations and Associate Professor of Economics. He has been a staff member of the Economics and Research Branch, Department of Labour, for the past 14 years, most recently as Special Assistant to the Branch Director. Dr. Montague has been serving as secretary for the Labour Department-University Research Program.

The university's Institute of Industrial Relations was created in 1960 to encourage an "inter-disciplinary program of research and education" in the labour field. It has supported some 16 research projects in the broad area of industrial relations. Research work by the Institute has been the basis of a community program for labour and management.

Since the Institute was formed, its Director has been Prof. A. W. R. Carrothers of the Faculty of Law, who has been granted a year's leave of absence to study at Harvard University. He will rejoin the UBC law faculty next year.

Dr. Montague received his Bachelor's degree from the University of Western Ontario and his Master's and Doctor's de-

grees from the University of Toronto. He has written extensively in the industrial relations field.

Well-Known Federal Conciliator, Rémi Duquette Dies at Montreal

Joseph A. R. (Rémi) Duquette, head of the Montreal office and a senior conciliator of the Industrial Relations Branch of the Department of Labour since 1955, died on May 10 after a prolonged illness. He was 56 years of age.

Mr. Duquette began his career in 1928 as a bus driver with Montreal Tramways. From 1932 to 1942 he was a union steward, executive board representative, and organizer. From 1942 to 1948 he was a general organizer for the Trades and Labour Congress of Canada. In 1948, he became Canadian Director of the Upholsterers' International Union.

In 1951 he was appointed a conciliation officer in the Conciliation and Arbitration Service, Quebec Department of Labour, a post that he held until he joined the federal Department of Labour.

Job Discrimination Still Exists, Ontario Research Study Shows

Discrimination in employment is still being practised in Ontario, although it is more than 10 years since the Fair Employment Practices Act was passed, it has been shown by a study undertaken by Dr. Albert Rose, Professor of Social Work at the University of Toronto.

A group of graduate students under Dr. Rose's direction examined the attitudes and records of employers in Windsor, Metro Toronto, London, Hamilton and Burlington.

They found that 43 per cent of the small firms and 10 per cent of the large ones whose representatives they interviewed did not even know of the existence of a law forbidding discrimination in employment on the ground of race, creed, colour, nationality, ancestry or place of origin. Many others admitted that they evaded the law in the hiring process.

Dr. Rose said that the study showed the need for a thorough re-examination of the administration and enforcement of the Act in the province. "The intention of the Government to enforce its own legislation is widely regarded by employers as not serious," he said.

He thought that the study showed the need for greater efforts to enlighten the public and to disseminate information.



Dr. J. T. Montague

—Thomas, Ottawa

NLRB in U.S. Rejects SIU Charge Against Canadian Lake Vessel

The Seafarers' International Union has failed in an attempt to persuade the 13th Region (Chicago) of the United States National Labor Relations Board to assert jurisdiction over, and take action against Upper Lakes Shipping, Ltd. and Island Shipping Limited.

Dismissing unfair labour charges against the employer filed by four unlicensed crew members of the S.S. *Northern Venture*, the Acting Regional Director of the NLRB said that "the vessel was under Canadian registry, it was operated through a series of foreign corporations wholly controlled by Canadian corporations, the crews were hired in Canada and composed of Canadian nationals, all conduct in the case occurred in Canada, and the Canada Labour Relations Board asserted jurisdiction over the crew and certified Canadian unions."

In September 1961 the Canada Labour Relations Board rejected an SIU application for certification for unlicensed crew members of the S.S. *Northern Venture* (L.G., Nov. 1961, p. 1148).

The ship is a Canadian-flag vessel registered at the Port of Toronto, and is chartered by Island Shipping Limited, a Bermuda subsidiary of Upper Lakes Shipping Ltd., a company incorporated under the laws of Canada.

When the ship was preparing for her sea trials on July 10, 1961, having just been delivered to her operators after her conversion to a bulk carrier of the Great Lakes type, about eight or ten crew members walked off the ship. The order to cast off lines had already been given.

A company statement said these unlicensed seamen had not been dismissed and none had attempted to rejoin the vessel.

Four of them, however, acting through the SIU, filed a "charge against employer" with the Chicago Regional Director of the NLRB, alleging a number of unfair labour practices. The charges were dismissed on April 19.

The decision reads, in part, as follows:

As a result of our investigation, it was concluded that assertion of jurisdiction was unwarranted since the investigation indicates that except for ship's voyages between Canadian and American ports and possible American interests in ship's ultimate owners, all substantial contacts are Canadian. In this regard it was noted that the vessel was under Canadian registry, it was operated through a series of foreign corporations wholly controlled by Canadian corporations, the crews were hired in Canada and composed of Canadian nationals, all conduct in the case occurred in Canada,

and the Canadian Labour [Relations] Board asserted jurisdiction over the crew and certified Canadian unions. I am, therefore, refusing to issue complaint in this matter.

Canada's Oldest Bookbinder, 84, Retires after 65 Years in Trade

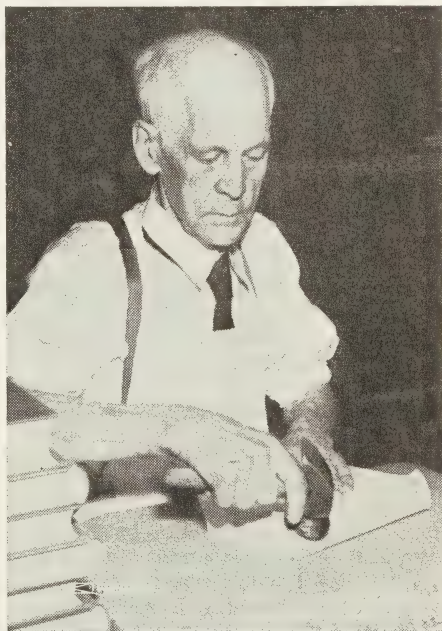
Alfred R. Cracknell of Toronto has retired after 65 years of continuous service in the bookbinding trade. He is 84 years of age and was known as Canada's oldest bookbinder.

A bookbinder with Canada Law Book Co. Ltd. for 60 of his 65 years in the trade, Mr. Cracknell was a member of Local 28, International Brotherhood of Bookbinders (CLC).

He was presented with a copy of the new edition of the Bible, bound in morocco leather by the Canada Law Book bindery. It contained a message inscribed by the bindery workers and R. L. Cartwright, company president. He was given additional recognition by a separate gift from Mr. Cartwright.

Mr. Cracknell began his career as an apprentice with Carswell's, legal bookbinders and publishers, Toronto. In 1901, having completed a five-year apprenticeship and now a master binder, he began his long association with Canada Law Book Publishing Co.

The International Brotherhood has accorded Mr. Cracknell life membership.



Alfred R. Cracknell

Third Meeting, National Technical and Vocational Training Advisory Council

Planning begun for National Technical and Vocational Training Conference
Council recommends that Government pay 75 per cent of construction costs of
training facilities approved before Sept. 1 rather than built before next March

At the third meeting of the National Technical and Vocational Training Advisory Council, planning for a National Technical and Vocational Training Conference was begun and a recommendation was made that the federal Government pay 75 per cent of the cost of construction of training facilities for which applications are received and approved by September 1, 1962; in effect, this would waive the requirement that projects must be completed before March 31, 1963 to qualify for the larger federal share.

The meeting, held May 9 and 10 in Ottawa, also recommended to the Minister of Labour that the basis of representation on the Council be changed to permit membership of more representatives from organizations directly interested in education and training and fewer from among provincial directors of technical and vocational training.

The problem of drop-outs in the training of unemployed, the importance of curricula for the federal-provincial technical and vocational education programs, and interprovincial standards came in for special attention.

Chairman of the meeting was Dr. G. Fred McNally, former Chancellor of the University of Alberta.

The 23-member Council, which represents management, labour, provincial governments and other interested organizations, was established last year under the Technical and Vocational Training Assistance Act.

Deputy Minister of Labour

The Deputy Minister of Labour, George V. Haythorne, gave a review of recent progress under the Technical and Vocational Training Assistance Act.

Construction projects under the Act were increasing rapidly in number, said Mr. Haythorne. Space for 113,000 additional students was being provided by 331 major construction projects—new schools and additions.

From April 1, 1961 to the present, the total cost "is approximately \$357 million, of which the federal contribution is \$232 million," the Deputy Minister said.

Three new institutes of technology are included in this construction, in addition to 158 new vocational high schools, 22 new

trade schools, and 11 new combined institutes of technology and trade schools. There are also some 138 major and 81 minor additions to existing training facilities.

Now that these facilities were well under way, said Mr. Haythorne, it was time to give more attention to their equipping, the training of teachers, and the development of curricula. He particularly stressed that these schools should maintain close liaison with the needs of industry in course orientation and content. The development of closer co-operation between provincial and federal agencies was also an urgent matter, he said.

National Conference

The Council discussed the holding of a National Technical and Vocational Training Conference, to be preceded by a series of introductory or regional conferences. The details are to be worked out in committee.

W. A. Crawford, Council member representing the war veterans, and former Director of the Vocational Training Branch, Department of Labour, presented the report of a subcommittee set up at the last meeting of Council to study the advisability of holding such a conference. Other members of the subcommittee were J. W. McNutt, Director of Vocational Education, New Brunswick Department of Education, and Regional Director, Canadian Vocational Training; and Jean Delorme, Director General of Studies, Quebec Department of Youth.

The convening of such a national conference had been suggested by Max Swerdlow, Director of Education, Canadian Labour Congress, during last November's meeting of the Council. "The general purpose of the conference would be to encourage and promote the establishment of more and better courses and training programs to meet the ever-increasing demand for highly skilled tradesmen and technicians in a rapidly changing economy," stated the subcommittee's report. It emphasized that thorough advance preparation would be necessary for the national conference, which should be preceded by regional or provincial conferences within the fiscal year 1962-63. The national conference was envisaged for the fall of 1964. It would have 300 to 500 delegates.

The Council unanimously carried a motion that details for a national conference, with preliminary regional conferences as an integral part of the proposal, be worked out by a subcommittee in time for the next meeting of the Council in November. The subcommittee has yet to be selected.

Proposal to Extend Agreement

The Council discussed at some length a recommendation, to be placed before the federal Government, to extend the deadline for certain provisions of the Technical and Vocational Training Assistance Act.

The federal Government's contribution of 75 per cent for construction or enlargement of facilities for technical and vocational training will be reduced to 50 per cent after March 31, 1963.

So that projects that were planned on the 75-25 basis but may not be completed by the deadline could qualify for the larger contribution, the Council recommended that applications received and approved by September 1, 1962 be still eligible for the 75-per-cent federal share.

Representation on Council

The meeting agreed to recommend to the Minister of Labour that membership of the Council be changed to give increased representation to management, labour, and other organizations directly interested in education and training in Canada, and less to directors of technical and vocational training.

The present Council has three representatives from employer organizations, three from organized labour, one from women's organizations, one from agriculture, one representing Canadian veterans, one from the Canadian Association of Administrators of Labour Legislation, and ten provincial directors of technical and vocational training.

The proposed membership would include three representatives from national labour organizations, three representatives from national employer organizations and one each from the National Council of Women of Canada, the Canadian Education Association, technological education, the Canadian Vocational Association, the Canadian Teachers Federation, and agriculture or other primary industries; and ten representatives from provincial technical and vocational training advisory councils; three representing organized labour, three management and four education in its broad sense (possibly home and school groups, universities, adult education, etc.).

Although after the proposed change fewer directors of technical and vocational education would serve on the Council, directors would still attend meetings to assist Council in performing its functions.

The first national advisory body to the Minister of Labour was formed in 1943 and was known as the Vocational Training Advisory Council. In 1961, after enactment of the new technical education act, the name of the Council was changed to National Technical and Vocational Training Advisory Council and the membership was increased from 20 to 23.

Training of Unemployed

R. H. MacCuish, Assistant Director, Technical and Vocational Training Branch, reported on the training of unemployed. The federal-provincial program was growing but the selection and counselling of students should be improved, he said.

At March 31, 1961, there were 5,763 unemployed persons in training in Canada. New enrolments from April 1, 1961 to February 28, 1962 were 18,746, which indicates that 24,509 received training during this period, considerably more than during the previous year, when 10,744 were trained.

As an example of the effectiveness of the program, Mr. MacCuish reported that in Ontario, approximately 80 per cent of the persons who have completed unemployed training have found immediate employment.

"Basic Training for Skill Development" courses are given by the provinces to upgrade and prepare applicants for trade or service training. In British Columbia approximately 50 per cent of those completing the basic training program entered specific vocational training programs for which they were not previously qualified.

The problem of drop-outs, prevalent in the training of unemployed as in the regular schools, came in for considerable discussion.

In spite of the progress being made, Council cautioned against complacency on the part of training officials. It was decided to reconstitute a subcommittee of Council on unemployed training to study the results of last year's program and to make suggestions for the current year.

Curriculum Development

A recommendation that steps be taken to increase co-ordination between provinces in the development of curricula in Canada's technical and vocational high schools was unanimously approved.

C. R. Ford, director of the Technical and Vocational Training Branch, Federal Department of Labour, described curric-



The National Technical and Vocational Training Advisory Council together with officials of the Department of Labour. Seated (from left): A. W. Crawford, former Director, Vocational Training Branch; J. S. White, Director of Technical and Vocational Training, British Columbia; S. T. Payne, Vice-President, CNTU; C. Ross Ford, Director, Technical and Vocational Training Branch; Dr. G. Fred McNally, Council Chairman; George V. Haythorne, Deputy Minister of Labour; Mrs. Saul Hayes, President, National Council of Women; and N. D. Cochrane, New Brunswick Deputy Minister of Labour. Standing: W. W. Sharpe, Shopwork Supervisor, Department of Education, Saskatchewan; P. D. Dalton, Canadian Construction Association; W. H. Swift, Deputy Minister of Education, Alberta; George E. MacDonald, Supervisor of Vocational Schools, Nova Scotia; W. F. McMullen, Canadian Manufacturers' Association; Jean Delorme, Director General of Studies, Department of Youth, Quebec; J. W. McNutt, Director of Vocational Education and Regional Director, Canadian Vocational Training, New Brunswick; Malcolm MacKenzie, Deputy Minister and Director, Department of Education, Prince Edward Island; J. A. Ferguson, Canadian Federation of Agriculture; Fraser Fulton, Canadian Manufacturers' Association; and L. M. Johnston, Assistant Superintendent of Secondary Education and Regional Director, Canadian Vocational Training, Ontario Department of Education.

ulum development as an "urgent problem" in view of the expanded building program currently underway.

It was essential, he said, that increased emphasis be placed by the provinces on the development of training programs so that greater standardization could be achieved in technical and vocational education.

The Council recommended that the Department of Labour call a meeting later this year at which provincial and federal specialists in curriculum development could evaluate existing provincial programs and make recommendations for achieving greater co-ordination in training programs.

Technical Education for Rural Industries

A national conference to deal with technical education in agriculture and other primary industries especially for those living in rural areas was proposed by the Council after consideration of a report on the needs of vocational education in agriculture. The report was prepared under the Department's Research Program on the Training of Skilled Manpower.

The conference, suggested for early fall, would investigate all facets of technical and vocational education in the primary industries. The hope is that the meeting will make recommendations helpful in forming the basis for action in meeting the developing needs of these industries.

Training in Industry

A report was presented on the new and expanding program of training in industry that is developing through the co-operative efforts of management, labour and provincial governments.

The program provides for three types of training: supervisory and management education; upgrading, including basic training for skill development; and specialized training and retraining.

A report on supervisory and management education being carried on under federal-provincial agreements on a 50-50 cost-sharing basis showed that last year about 1,500 persons received supervisory and management training. The program this year is expected to expand rapidly, with the addition to the staff of the Technical and Vocational Training Branch of a specialist in the field to assist the provinces in the development of these programs.

Apprenticeship

A report of the 13th meeting of the Apprenticeship Training Advisory Committee (L.G., March, p. 299) was submitted by W. J. Hurd, Apprenticeship Training Officer, Technical and Vocational Training Branch.

Among other subjects, the report dealt with the importance of:

- The development of recognized levels of competence in all trades and training programs.

- The establishment of well-defined routes by which these levels can be reached.

- The continued development of more adequate courses of study for interprovincial use.

- Consideration of the development of new and more flexible means for testing applicants who wish to enter an institute of technology.

- Recruitment and training of many more vocational teachers to staff about 300 new schools and additions to existing ones.

- Co-ordination of all manpower training programs on the provincial level.

Report of the Director

C. R. Ford, Director, Technical and Vocational Training Branch, reported on the forum he participated in at the 2nd Canadian Conference on Education (L.G., April, p. 399). The forum had dealt with the education and training of two main groups of persons: youths still in the formal school

system, and persons already in the labour forces, both the employed and those seeking work.

Among areas singled out as requiring immediate research attention were: educational techniques and curricula; drop-outs and failures; occupational requirements; the apprenticeship system in all its aspects; and work study programs such as "sandwich" and "day release" courses.

It was suggested and stressed that the provinces get together in setting standards in all courses, as this would assist the mobility of the labour force. Adequate upgrading of unemployed persons in their present occupations would greatly facilitate their placement, the report also emphasized.

Mr. Ford also reported on other forums at the Canadian Conference on Education. Forum "E" declared that "special attention must be paid to the content of all programs for adults, with emphasis on high standards of achievement." It also recommended the inclusion of pre-vocational training in programs qualifying for the current federal and provincial assistance.

Reporting on technical and vocational teacher training, Mr. Ford said survey results showed that there were some 325 to 350 vocational teachers in training during 1961-62, of which 280 were in Ontario. No serious shortage of trained teachers at the craftsman level was foreseen for September 1962, but a crash program will be needed during 1962-63, when more than 2,000 teachers will have to be trained for the opening of new schools.

Student places to be provided by the construction projects approved at April 24 number 105,000; this number would require 3,000 additional teachers, said Mr. Ford. He then outlined the progress being made in the different provinces, and described as "a most encouraging move" the planned establishment of a centralized Maritime Provinces Technical and Vocational Teacher Training Centre in Moncton, N.B.

Recommendations of Vocational Training Directors

J. S. White, British Columbia Director of Technical and Vocational Education, presented recommendations from the May 7 and 8 meeting of the provincial Directors of Vocational Education. With some changes, these were adopted as resolutions by the Advisory Council.

The first resolution called for a study by the Department of Labour as part of the Research Program on the Training of Skilled Manpower to analyze and report on past and current studies of drop-outs and to determine for slow learners or early

drop-outs the occupations that are: safe from automation, offer steady employment, do not require a high level of education but do require training, and are free from specific entrance qualifications.

A second resolution called for a Department of Labour survey and study, in co-operation with the provinces, of guidance services in school systems in Canada and other selected countries, and of guidance services available outside the regular school systems.

A third resolution arose from the technological changes taking place in teaching. It recommended that the Department under-

take a study of the various methods of conducting "programmed learning", of the teaching machines available for such system, of the place of the instructor in programmed learning, and of the trends in programmed training.

The resolution instructed the Department to follow up this study with information to the Advisory Council to assist the latter in making decisions on the incorporation of programmed learning in vocational education programs.

The next meeting of the National Technical and Vocational Training Advisory Council will be held in early November.

First Meeting, National Advisory Council on the Rehabilitation of Disabled Persons

Appointed under provisions of new Vocational Rehabilitation of Disabled Persons Act to advise Minister of Labour on rehabilitation matters, Council members study terms of new Act and federal-provincial agreements under it

The newly appointed National Advisory Council on the Rehabilitation of Disabled Persons met for the first time, in Ottawa, on May 14 and 15. Brig. James L. Melville, Council Chairman, presided.

The Council was appointed under the provisions of the new Vocational Rehabilitation of Disabled Persons Act to advise the Minister of Labour on matters relevant to the vocational rehabilitation of disabled persons under the terms of the new Act, and the co-ordination of rehabilitation services.

The Council is made up of representatives of provincial governments, voluntary agencies, the medical profession, the universities, organized employers, organized labour and federal government departments.

As this was the first meeting since the passing of the new legislation, its primary purpose was to study the terms of the new Act and the Agreements now being concluded with the provinces, as well as the various related government programs. Officers of the Departments of Labour, and National Health and Welfare, and of the National Employment Service described their programs and the ways in which they relate to the development of a comprehensive rehabilitation program in Canada.

Brig. Melville announced that agreements had already been signed by Prince Edward Island, Nova Scotia, New Brunswick, Ontario, Manitoba and Alberta, and that the other provinces were concluding their discussions preliminary to signing. The agreements provide for sharing on a

fifty-fifty basis between the Department of Labour and the provincial Governments the cost of any service or treatment, not available from other sources, that is necessary to restore a disabled person to gainful employment. The Department will also contribute to the operation of provincial co-ordinators' offices.

Deputy Minister of Labour

George V. Haythorne, Deputy Minister of Labour, told the Council that the rehabilitation program is taking on a new importance with the passing of the new Act and the signing of new federal-provincial rehabilitation agreements.

The results of the rehabilitation program to date have shown that, with help of the right kind, disabled persons are enabled to take their place in the community and contribute to the economic life of the country rather than remain dependent on public assistance, Mr. Haythorne said.

He believed it was important to identify clearly the methods and techniques required to accomplish this. For this reason he was pleased that provision had been made in the legislation for research. Through research the types of diagnosis and counselling required to produce desired results are revealed.

He suggested that the methods used in rehabilitation could well be extended with considerable benefit to all those who are handicapped by social and economic problems.

Report of the National Co-ordinator

Ian Campbell, National Co-ordinator, Civilian Rehabilitation, outlined the progress that has taken place in developing rehabilitation services in Canada. He commented on the high standard of services that have developed and expressed the hope that the new legislation would lead to expansion of these services while maintaining these high standards.

The new legislation had been developed with the advice of provinces, voluntary organizations and federal departments. It lays a solid base on which to develop a comprehensive national program, he said.

Mr. Campbell reported a continuing increase in medical facilities necessary to rehabilitate the disabled. New training schools for physiotherapists and occupational therapists have been opened in Manitoba and British Columbia.

There has been an increase in the staff employed in the provinces, and more Special Placement Officers have been employed; this has been reflected in the number of disabled persons who have been returned to vocational usefulness.

Referring to statistical studies and reports provided to the Council for study, Mr. Campbell drew attention to the increased number of persons who had received vocational training.

The number of disabled served by the program and brought back to vocational usefulness had increased steadily up to 1961. Last year, however, there was little increase, Mr. Campbell said, and it was obvious that, in relation to the known incidence of disability in Canada, too few people were being referred to provincial rehabilitation programs.

Stressing the need for early treatment of disabled people, Mr. Campbell said that the time needed to rehabilitate a disabled person varies in proportion to the time that has passed before he is referred to rehabilitation. Among recent cases, more than 48 per cent of those referred within six months of the onset of disability were rehabilitated in less than five months. Rehabilitation of those referred five to ten years after their disability began took longer than two years.

Mr. Campbell noted also that on the basis of a study of reports submitted it was becoming evident that early referral to rehabilitation services should be made in all cases where disability resulted, even when it appeared that disabled persons were apparently able to plan their own program of vocational readjustment. Not only did this help the disabled person in the initial stages to assess his plans realistically with trained advisers but gave him

the confidence of knowing he had the support of competent authorities, as well as a resource to call upon if his plans did not work out as expected.

Prevention of Dependency

"We are all aware of the incidence of disability in Canada," Mr. Campbell said. "We are becoming increasingly aware of the heavy financial burden of dependency and we know that in the philosophy and principles of rehabilitation, we have means or assuring that in many cases the need for public assistance can be avoided. We must face up to this problem realistically. Our efforts to prevent dependency must be increased.

"As far as the disabled are concerned, we are now in an excellent position to apply our knowledge constructively. We now have in the Vocational Rehabilitation of Disabled Persons Act a firm declaration of the support which the Government of Canada can give to provincial programs."

Reporting on a study of 7,975 disabled people who had received services under provincial rehabilitation programs, Mr. Campbell said these people and their 6,035 dependents had been costing more than \$5,400,000 a year for support. Now, after vocational rehabilitation, they are earning a total of more than \$14,400,000 a year. They are now contributing members of society, rather than a burden on their communities and families.

Barriers Removed

Many of the barriers to an adequate program have been removed. Hospital insurance has helped make extensive use of treatment facilities available, vocational training programs have been expanded and imagination applied to the types of training which can be given with a view to gainful employment. The new welfare grants recently announced will be a further assistance to the program.

Mr. Campbell emphasized the need for more adequate staff and an expansion of facilities for treatment and assessment. Greater use should be made of those facilities for vocational training that are expanding so rapidly at the present time. We need to step up our placement efforts and invite a more vigorous participation of both labour and management, who have given assurances of their interest and support in the past.

Mr. Campbell commented on rehabilitation programs and facilities he had observed in European countries from which he had just returned. Although standards of services in Canada are high and compare favourably with those he had seen

in these countries, the quantity of services is much smaller in Canada. The European Social Charter places certain obligations upon the nations within the Common Market area. The charter affirms the right of each individual, disabled or not, to vocational guidance and vocational training as required.

It is not surprising, therefore, that the whole concept of rehabilitation is more broadly established than in North America, he said. In a number of these countries, facilities and services are much more adequately equipped and, in comparison to our situation, lavishly staffed. Consequently, the numbers of those rehabilitated in relationship to the total population is larger than in Canada.

The trend in all these countries is to extend the benefits of vocational rehabilitation to all types of handicapped persons, including not only the physically handicapped, but also those who, for one reason or another, are unable to provide for their own support.

In all these countries, however, the responsibility for co-ordination of services is not placed definitely with one authority. Officials felt that many delays could be eliminated if, as in Canada, co-ordination of services was provided for more adequately. "So perhaps, while learning much from these countries, we have something to contribute in return", Mr. Campbell said.

Assistant Co-ordinator

Noel Meilleur, Assistant Co-ordinator, Civilian Rehabilitation, reviewed developments in the provinces. Greater emphasis had been placed on case finding and the establishment of efficient and practical assessment procedures, he noted.

Vocational Training

C. R. Ford, Director of Technical and Vocational Training, Department of Labour, said that under federal-provincial training agreements, 2,658 disabled persons were taking training during the year ended March 31. Training had been provided in about 90 different subjects, ranging from university courses to dressmaking.

He cited statistics on the numbers of disabled persons who received training under Program 6, the special program for disabled persons, and the types of training they had obtained.

Medical Rehabilitation Grant

Dr. J. H. Horowicz and Dr. O. Hoffman of the Department of National Health and Welfare described the assistance that is available through the Medical Rehabilitation

Grant. They also pointed out how the other Health Grants and the Hospital Insurance program are utilized in making available many of the facilities and services required for medical restoration.

Assistance in training of medical and other health services personnel is also provided under the Health Grants program.

Dr. Hoffman also gave details on the Blindness Control Program, which has been in operation since 1948. Since the inception of the program, 843 persons have been treated, 652 so successfully that they are no longer blind.

Mr. John Osborne of the same department reported on federal-provincial assistance programs. These include the Disabled Persons Act, under which the federal Government shares with the provinces in providing assistance to the totally and permanently disabled.

A new Welfare Grant has recently been announced that will provide for research in the welfare fields and, through training grants, scholarships, etc., assist in the training of personnel to work in various types of welfare work.

Placement of Disabled

C. A. L. Murchison, Commissioner, Unemployment Insurance Commission, reported on the operation of the National Employment Service in the selective placement of the disabled. In larger centres, full-time Special Placement Officers are employed. In smaller areas officers are trained to provide this specialized service in addition to other duties.

Expansion of the special placement service has taken place as need has indicated. During the past four years local Employment Offices have increased from 193 to 201. In 1958, only 26 offices had full-time special placement officers; these numbered 167. Today there are 259 full-time special placement officers in 110 offices.

During 1961, Mr. Murchison said, Special Placement Officers placed 18,071 handicapped persons in employment.

Another development reported was the appointment of Employment Liaison Officers to provide liaison between local NES offices and the provincial rehabilitation authorities. The liaison officer serves as a member of the rehabilitation assessment team, advising on the employment and training aspects of individual plans being developed for handicapped persons and to evaluate the employability of those rehabilitated.

Mr. Murchison emphasized that in many cases the physical limitations of the disabled persons were not nearly so significant a

deterrent to their employment as the lack of education and training. With the increasing use of automation, requirements

for top physical condition are lessened but the necessity for a sound educational background becomes increasingly important.

Fourth Constitutional Convention of the Canadian Labour Congress

Decides to launch organizing drive among white-collar workers, to continue its "open-door" policy toward all unions prepared to abide by CLC principles, and to initiate study of ways to solve jurisdictional disputes. Jodoin re-elected

At its fourth constitutional convention, held in Vancouver from April 9 to 13, the Canadian Labour Congress decided to:

—Launch an organizing drive to recruit more white-collar workers as union members.

—Continue its policy of welcoming as affiliates all unions prepared to accept the CLC constitution, principles and policies and of helping members of unions that refuse to meet this condition to become members of CLC unions.

—Initiate a study of the problem of jurisdictional disputes and of their solution.

—Approve a number of suggestions designed to "raise the effectiveness of our work force as it tries to meet the challenge of increased efficiency in other countries."

The convention adjourned with one question unanswered: Will the United Brotherhood of Carpenters remain in the CLC? The Carpenters' delegation walked out of the convention on the evening prior to the presentation of a special committee's report that found the Carpenters guilty of violating CLC principles in organizing Newfoundland loggers after the International Woodworkers of America had been decertified by an Act of the Newfoundland Government.

Claude Jodoin, President of the Congress since its formation, was re-elected, as were Secretary-Treasurer Donald MacDonald and Executive Vice-President William Dodge. The other Executive Vice-President, Stanley Knowles, declined to seek re-election and was succeeded by Joe Morris, a former Pacific Regional Vice-President.

A former Ontario Regional Vice-President, Andrew Cooper, Canadian representative of the Carpenters, was not nominated for re-election.

The convention adopted resolutions on international affairs, economic policy, legislation and social security.

Organization Committee

Resolutions dealing with the problem of jurisdictional disputes, and CLC policy toward admission of communist-dominated and employer-dominated unions and unions previously expelled were adopted by the convention during discussion of the report of the organization committee. The committee was chaired by J. Harold Daoust, Canadian Director of the United Textile Workers of America.

The delegates gave approval also to a policy statement on the organizing of white-collar workers.

Jurisdictional Disputes

The organization committee recommended a substitute resolution in place of two that would have given the CLC Executive Council the power to settle jurisdictional disputes between affiliates. Debate on the substitute resolution was brief, likely because only the afternoon before the convention had debated at great length a proposed amendment to the constitution that would have had the same effect.

The substitute resolution was passed. It instructed the Executive Council to make a comprehensive study of the problem of jurisdiction disputes and of their solution by arbitration and other methods, and asked the Council to consider establishing, without amending the constitution, machinery for "just and reasonable" settlement of such disputes.

One of the resolutions replaced by the substitute had recommended a procedure for the settlement of jurisdictional disputes. The procedure was similar to that adopted by the AFL-CIO at its December convention (L.G., Jan., p. 38). The other called for a code of ethics that "the Executive shall have power to enact and implement."

Affiliation Policy

The CLC reaffirmed its "open-door" policy toward all unions seeking admission to its ranks provided they are "prepared to accept without reservation its constitution, principles and policies."

It also resolved to continue to help all workers who are at present in unions that refuse to meet this requirement should they wish to become "part of the free trade union movement."

The same resolution, a substitute for nine others, commended unions that have "pursued this policy."

All nine of the substituted resolutions either condemned raiding or called for a halt to all raiding, both of CLC affiliates and of unions outside the Congress. Many of the delegates who took part in the debate on the substitute resolution complained that the committee's substitute made no reference to raiding but that it did contain an idea not present in the original resolutions: to help all workers in unaffiliated unions to gain admission to the CLC. This was a call to civil war, one delegate said.

Most of the complaints came from delegates whose leftist leanings had long been apparent. This led Larry Sefton, Director of District 6, United Steelworkers, to defend his union's campaign to replace the International Union of Mine, Mill and Smelter Workers as bargaining agent for hard-rock miners.

"Our union is in the hard-rock field by right," he said. "We are not going to have rule by riot. The Mine-Mill history of the last five years has been one of sneaking in the back door."

Murray Cotterill, Canadian Public Relations Director of the Steelworkers, asserted that the officers of Local 598 [the Sudbury, Ont., local of the Mine, Mill and Smelter Workers] "are wondering how it can be that democratically elected officers cannot operate."

Then Ron Booker, President of the Steelworkers local that supplanted the Mine-Mill union in Port Colborne, Ont., told the delegates not to be misled by charges that the take-over was inspired by the Steelworkers. "It was inspired by the members themselves in the first democratic election they had been allowed to participate in," he said.

Louis Laberge, President of the Montreal Labour Council, ended the debate with the remark that all the substitute resolution said was that "we want in the Congress the unions who are good unions."

The substitute resolution was adopted.

Another resolution would have empowered the CLC, on application by a local labour council, to issue a direct charter to a union "whose absentee officers are hundreds of miles away and are unable or unwilling to serve the members properly." The committee's recommendation that the resolution be rejected was upheld by the convention.

The committee recommended rejection of another resolution that would have granted the CLC authority to accept affiliation of the Confederation of National Trade Unions without having to obtain authority from individual affiliates. But the convention voted instead to refer the resolution back to the committee.

White-Collar Workers

The convention was asked to approve the policy adopted by the Executive Council in March regarding the organization of white-collar workers. The policy was approved.

The policy statement was substituted for a resolution that called for the establishment of a special branch in the CLC Organization Department to promote the organization of white-collar workers.

The policy calls for the establishment of a white-collar organizing committee consisting of one representative from each interested affiliate. The committee will "co-ordinate organizing activity, provide information, plan the education program, survey resources available, and investigate organizing prospects with a view to determining priorities."

The Congress will make staff available as far as possible to assist in organizing, and initiate a special training program for both Congress representatives and affiliates' organizers assigned to white-collar organizing.

Also called for in the policy statement were:

- A study by qualified people to determine the attitudes of white-collar workers toward trade union organization.

- Preparation of special articles for distribution to labour publications.

- Avoidance of conflicting organizing activities by affiliates.

- Attempts to obtain agreements on jurisdiction in order to confine organizational activity in each campaign to one affiliate only.

- Strict enforcement of the CLC Code of Organizing Practices if such agreements are unobtainable.

Public Service Employees

Two resolutions that instructed the Congress to promote the right to strike for all workers were adopted. They were submitted by Toronto locals of the National Union of Public Service Employees.

One resolution recalled that public service employees in Quebec had been deprived of the right to strike by provincial labour laws; the other, that the right is denied to public service employees by municipal, provincial and federal governments.

A third resolution that asked the CLC Executive Council to set up a committee to enquire into the problem of jurisdiction in the public service with a view to creating a single public service union was referred to the executive for investigation.

Another resolution dealing with mergers was carried. It directed the incoming Executive Council to intensify its encouragement of mergers between unions with similar jurisdiction.

Co-ordinated Bargaining

The organization committee recommended non-concurrence in a resolution that asked the CLC to become the leader in the fight for improved wages, reduced hours of work, and better conditions of work, and co-ordinate the activities of all unions in this fight. The committee did not support the resolution because it would take autonomy away from affiliated unions.

Committee chairman J. Harold Daoust explained that the Congress would have no objection to taking the leadership if affiliates requested it, "but to make it mandatory would take away autonomy." William Mahoney, Canadian Director of the Steelworkers, added: "You cannot pass on to the Congress the job of collective bargaining. Let's leave the Congress to do the job it's equipped to do."

The Congress was prepared to assist affiliates in getting together on common problems, said Mr. Mahoney, who is one of the four General Vice-Presidents of the CLC.

Committee on Constitution and Laws

An attempt to amend the CLC constitution to give the Executive Council authority to prevent the move of a union into a jurisdiction already organized by another union was turned back by the convention.

Specifically, the resolution, submitted by the National Union of Public Employees, would have given the Executive Council authority to treat such extensions of jurisdiction "as though they were raiding." Under the constitution, the Executive Council is compelled to submit to the convention

a charge of raiding that it has not been able to settle by voluntary agreement between the accusing and accused affiliates. In the past, unions found guilty of raiding have been expelled.

The committee on constitution and laws recommended non-concurrence in the resolution.

R. P. Rintoul, National Director of NUPE, explained that each time his union had taken a jurisdictional problem to the Executive Council it had been told: "We can't do anything about it; we have no authority." The resolution was an attempt to give the Council authority.

Another NUPE delegate said the committee should have recommended the same policy adopted by the AFL-CIO instead of recommending non-concurrence.

Committee chairman Joe Morris, Director, District 1, International Woodworkers of America, said acceptance of the resolution would bring about "a continuous fight." Some other machinery, apart from raiding, would have to be found to determine jurisdiction, he said.

Murray Cotterill, Canadian Director of Public Relations, United Steelworkers, declared the only way to solve the jurisdiction problem was by mutual consent, not by rewriting the constitution to give the Executive Council theoretical power. "To solve the problem by enforcement and not give them the power of enforcement is a pious resolution."

Bill Dodge, CLC Executive Vice-President, remarked that there was nothing unchanging about jurisdiction because of changing methods.

Donald MacDonald, CLC Secretary-Treasurer, said the resolution asked the Congress to apply the same procedure on jurisdiction as it does on raiding. "If an affiliate is found guilty of raiding, the CLC has no alternative but to suspend. If the next convention upholds this decision, then it has no alternative but to expel."

"What this resolution says is that if any affiliate decides to extend its jurisdiction by amending its constitution, we must charge that affiliate with raiding. If we find that affiliate has extended its jurisdiction, we have no alternative but to expel."

David Archer, President of the Ontario Federation of Labour, said the resolution seeks to give the Congress authority to hand out jurisdiction, "but no union here would accept the decision, and would rather disaffiliate."

Bert Groves, international representative of the Bookbinders, said that an international union can't have one jurisdiction in

Canada and another in the United States. "I can't see any international submitting its jurisdiction to a body like this."

Some delegates attempted to debate the clash between the Steelworkers and the Mine, Mill and Smelter Workers in Sudbury, and between the Carpenters and the IWA in Newfoundland but were ruled out of order.

The committee's recommendation of non-concurrence was approved by a large majority.

Affiliation

An amendment to the membership article of the constitution was sought by the Marine Workers' Federation, Halifax. The constitution and laws committee recommended referral of the solution to the Executive. The convention approved the recommendation.

The constitution permits the Executive Council to issue charters or certificates of affiliation to unions seeking to join the CLC provided they are not in conflict with the jurisdiction of already affiliated unions. The proposed amendment would have removed this proviso.

Recommending referral to the Executive for study of "the advisability of making some change in the constitution to facilitate the affiliation of organizations at present outside the Congress," Joe Morris, committee chairman, explained there was "a question of dual jurisdiction, a question of former affiliates who have left the CLC, and a question of groups that have never been admitted because of a veto by one or more affiliates."

Non-concurrence was recommended also in a resolution proposing that "expulsions be considered by the convention and not merely by the Executive Council before action is taken." Committee chairman

At the end of April, the United Brotherhood of Carpenters signed a two-year collective agreement covering both the Anglo-Newfoundland Development Company Limited and Bowater's Newfoundland Pulp and Paper Mills Limited. A similar agreement was signed with the Newfoundland Contractors' Association, which represents private woodlot owners.

Included in the new agreements, according to press reports of the signing, is a union shop provision requiring new employees to join the Carpenters within seven days of beginning work, and old employees to maintain their membership in the union. There is also a check-off clause in the contract.

Morris said "the right of suspension must be left in the hands of the Executive Council and the right of expulsion in the hands of the convention."

Bill Mahoney, a CLC General Vice-President, added that if the right to suspend were taken away from the Congress, a union could violate the constitution immediately after a convention and escape suspension for two years, until the next convention. "You shouldn't render the officers you elect helpless to operate between conventions."

The committee's recommendation was approved.

Carpenters—IWA Dispute

The report of the special committee appointed to investigate charges of raiding laid by the International Woodworkers of America against the United Brotherhood of Carpenters and Joiners was submitted to the convention by CLC President Claude Jodoin, who moved its adoption.

The Carpenters' delegation was not present in the hall, having walked out moments before the close of the previous day's session.

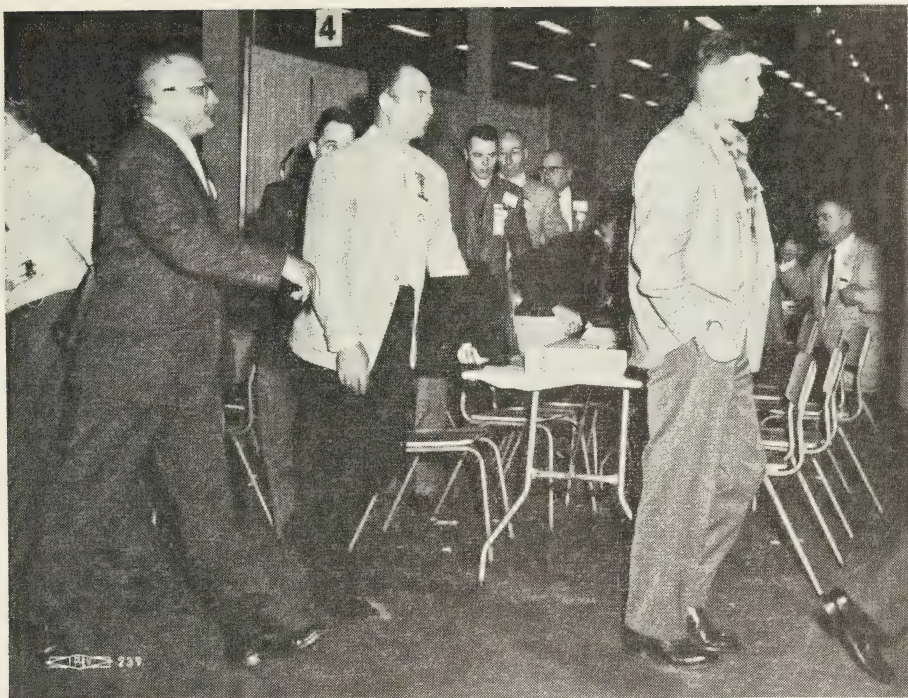
The report repeated the special committee's proposal for settlement of the disputes outlined in a letter sent in March to both unions to the warring unions (L.G., April, p. 396). The CLC Executive Council had approved the report, Mr. Jodoin said before reading it to the convention.

The Carpenters' walkout came just before adjournment Wednesday afternoon while the convention was dealing with the report of the Organization committee; it took the delegates by surprise. George Bengough, one of the two top Canadian officials of the union, went to the microphone during the discussion of a resolution dealing with policy for organizing white-collar workers. He said:

"The report that is to be brought in tomorrow convinces us that the Carpenters are not receiving fair treatment. Therefore, we are going to leave this convention until we can be assured that we will get fair treatment."

The Carpenter delegates—they numbered almost 70—then walked out of the hall. Mr. Jodoin expressed surprise, because the report on the dispute had not yet been brought before the convention.

When Mr. Jodoin introduced the report the next day, he asked if a representative of the Carpenters was in the hall to present that union's case; there was no answer.



WALKOUT—The Carpenters' delegation leaving the CLC convention.

The special committee's report repeated the Woodworkers' contention in support of its allegation of raiding by the Carpenters, and reported the steps taken by the committee, including an on-the-spot enquiry by CLC Vice-President Joe Gannon and Atlantic Regional Director Henry Harm.

"It is important to remember, in this dispute, that the basic matter of union jurisdiction is not involved," the report then said. "Both of these affiliates have exercised parallel jurisdiction over loggers for many years

"The question here involved is, has there been actual raiding by the United Brotherhood? The committee cannot establish that such has been the case

"The fact is that at the time of intervention of the Carpenters there was no 'established bargaining relationship' or 'established collective bargaining relationship' between the IWA and the companies concerned"

There can be no question, however, "that the policy of the United Brotherhood in the matter is contrary to the policies of the Congress," the report declared.

The committee believed it to be fundamental that workers should be able to select their own bargaining representative. "In this case, some of the loggers have apparently joined the United Brotherhood, while

some remain members of the IWA; but the only fair way to settle the dispute is by a properly conducted vote of the workers concerned, implying, of course, equal access to the workers by both unions." The committee recommended that the convention endorse this policy.

In the discussion that followed, delegates said the report did not say clearly that the Carpenters were exonerated of the raiding charge, that it would perpetuate a confusing situation, that it was an attempt to pacify both sides, that it gave the Carpenters an opportunity to remain in the Congress. Most of the speakers in the debate emphasized that the most important thing was to permit the loggers to have the union of their choice, and a union not controlled by the provincial Government.

When the recommendation to endorse the report was put to a vote, fewer than 20 delegates, mainly from the IBEW, voted against it.

Although the Carpenter delegates were not in the hall, a "Reply to the Newfoundland Report" was distributed at the door to the convention delegates. Included in it was an announcement that the President of the Carpenters had withheld per capita tax payments to the CLC since March 26.

At the beginning of May, CLC President Claude Jodoin met in Washington with AFL-CIO President George Meany and AFL-CIO Secretary-Treasurer William F. Schnitzler to discuss the problem raised by the Carpenters' withholding of per capita payments to the CLC.

The special committee's report did not call for suspension of the Carpenters; it merely found that the union had violated the policies of the CLC. But the CLC constitution provides that "any organization three months in arrears in payment of per capita tax may become suspended from membership in the Congress . . ."

In the 1961 edition of *Labour Organizations in Canada*, the Carpenters' Canadian membership was reported at 64,635. In 1961 the union paid per capita tax of \$48,000.

Claude Jodoin

Formation of a joint labour-management team that would study conditions and attitudes in Europe was suggested by President Claude Jodoin in his speech at the opening of the convention.

He proposed specifically that management and labour representatives travel to Europe together "to see whether we can learn something that might improve the situation here."

At the same time, he suggested that a university or a foundation could make a valuable contribution to labour-management co-operation by making a study of our industrial relations.

Mr. Jodoin's hour-long address touched on all matters of interest to labour but featured an attack on the Canadian Chamber of Commerce's "Operation Freedom," which, he charged, was an attempt "to import McCarthyism into Canada."

When delivering his 8,000-word address, Mr. Jodoin alternated between English and French.

The Economic Struggle

The struggle between communism and the democratic way of life, suggested Mr. Jodoin, is moving more and more toward economic grounds. He said that unless we can provide a steadily improving standard of living we are going to have difficulty in demonstrating that our way of life is better than the one advocated by the communists.

At the same time, he added, without free collective bargaining we would fail to demonstrate that the democratic way of life is superior.

Social Needs

The CLC President called for a complete overhaul of Canada's social security and

said that the drive for better social legislation remains one of labour's major targets.

"All Canadian workers from Vancouver Island to Newfoundland must co-operate with the aim of standardizing their working conditions and social benefits," he said.

Operation Freedom

Calling the Chamber of Commerce's "Operation Freedom" a battle against sharing of the better things of life among all people, Mr. Jodoin suggested that this energy could best be directed to overcoming unemployment, to solving the problem of automation or to meeting the challenge of Canada's educational needs.

He objected strongly to the lumping together of socialism and communism, arguing that, historically, some of the strongest advocates of democratic socialism have, at the same time, been the strongest and most effective opponents of communism.

"No one in this country has fought communism harder than has our labour movement," he recalled, adding that labour will continue that fight but that it will also "fight this kind of John Birchism."

Political Interest

The President reaffirmed the CLC's stand on political matters, stating that, because it is interested in legislation, it is naturally interested in politics.

He added:

The CLC, following the direction of our 1958 and 1960 conventions, assisted in the formation of the New Democratic Party. We welcome the formation of the party. At the same time, we maintain our position of not affiliating—and I have never heard any serious suggestion that we should affiliate. We have followed the pattern that has for so many years been accepted in Great Britain. We do believe that the New Democratic Party forms a vehicle for our affiliated unions which should, if they so decide, take an active part in politics.

The Integrity of Labour

In a thinly veiled reference to communist-dominated unions, President Jodoin warned that nobody, under the guise of labour solidarity, "is going to use this national trade union centre to destroy it and the democratic principles and policies it stands for."

While promising to assist any group of workers anxious to take their place in a free labour movement, he stated that the CLC has no place for people "who favour totalitarian methods and who would use our movement and our organization as an umbrella to give them an air of respectability that they ill deserve."

International Affairs

Mr. Jodoin called for a permanent international police force, under the command of the United Nations, emphasized the CLC's opposition to the acquisition of nuclear weapons by Canada, and noted that wide differences in the living standards of the worlds' nations will continue to be a threat to world peace.

Organizational Opportunities

The President concluded his address with a call to further efforts in the field of organization.

He denied that organizing the white-collar workers was a problem, calling it instead an opportunity.

Office and technical and administrative workers today know that the salaries they receive, the holidays they enjoy, the security benefits they have—all this and more is basically established through the collective agreements negotiated by organized workers and subsequently, in many cases, enacted by laws.

They are quickly becoming aware that they can best meet their needs by co-operating with their fellow employees.

He expressed the hope that the 1962 convention of the CLC will mark a turning point and be known as the one at which organized labour "threw open its doors to new groups of employees."

Hon. Michael Starr

The conquest of automation and its effects demands that labour, management and Government work together on evolving solutions to this problem, Hon. Michael Starr, Minister of Labour, told the CLC convention.

Echoing U.S. President Kennedy, he called this conquest of automation "the supreme domestic challenge of the sixties."

"We must ensure that human consequences for workers and those dependent on them are resolved effectively," he said. "We must evolve ways and means of living with automation and of making automation work for us."

The Minister said he agreed with the principle put forward by Walter Reuther, President of the United Automobile Workers, which calls for a re-training program in order to qualify displaced blue-collar workers for white-collar jobs.

At the same time, Mr. Starr suggested that labour should contribute to the solution of this problem, and that labour, in co-operation with management, should help to apply appropriate solutions.

The Minister of Labour outlined a number of steps taken by the Canadian Government toward the training of the labour force. He mentioned:

—Agreements with the provinces whereby the federal Government undertakes to provide 50 per cent of the cost to the province of training and re-training workers in industry and 75 per cent of the cost of training unemployed workers;

—Increase of the maximum allowance to persons receiving training;

—New schools and additions to existing schools to provide facilities to train an additional 100,000 Canadians each year;

—Payment by the federal Government of 75 per cent of new buildings and new equipment; and 50 per cent of the cost of training teachers and instructors.

Since implementation of the program a year ago, Mr. Starr reported, the federal Government has undertaken to contribute more than \$200,000,000 for construction and equipment. Under this program, 127 new technical and vocational high schools, 67 additions to existing schools, 20 new trade schools, and 38 additions to existing trade schools are being built.

But the Minister warned: "Once these facilities are completed, it will be up to industry, labour and the provinces to see to it that they are put to the best possible use."

He said that the latest employment figures showed that 196,000 new jobs had been created in the past year, in effect attaining the target set by the Special Senate Committee on Manpower and Employment.

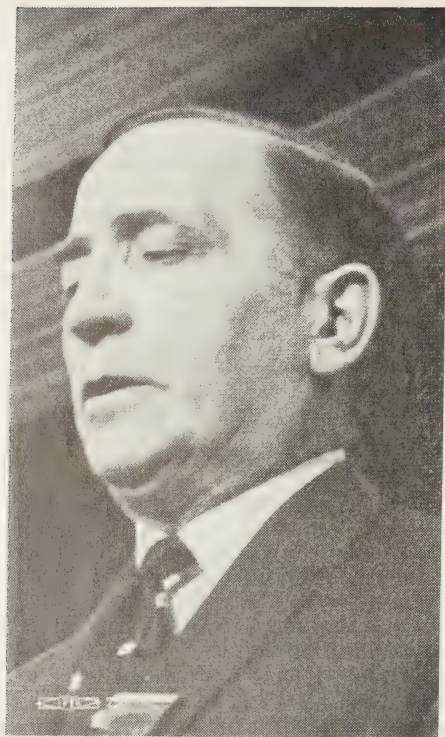
The Minister made a plea in favour of joint labour-management committees as a means to improve production and union-management relations.

Mr. Starr, in closing, denounced those who still feel that it is their right to do as they please with other men and the product of other men's labour.

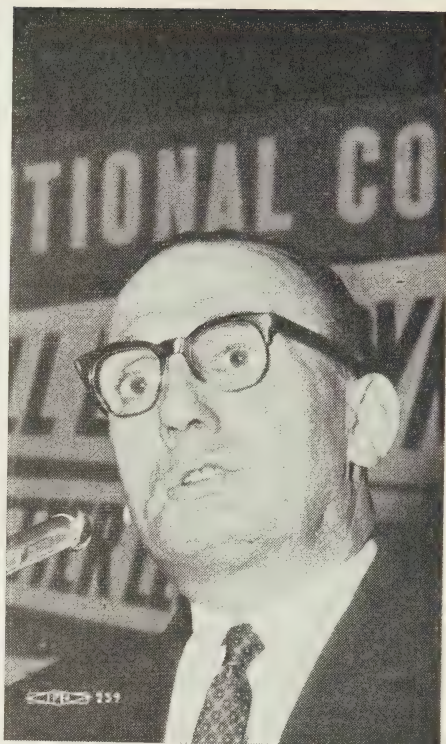
He quoted Abraham Lincoln:

We all declare for liberty but in using the same word we do not mean the same thing. With some the word "liberty" may mean for each man to do as he pleases with himself and the product of his labour, while with others, the same word may mean for some men to do as they please with other men and the product of other men's labour.

That is why labour, he added, not only in this country but in the world as a whole, must remain free—free to organize, free to speak, free to work for the betterment of ordinary men and women and of society in general.



John L. Simons



James H. Southall

Fraternal Delegates

John L. Simons

British labour's attitude toward the policy of wage restraint then in force in Great Britain was outlined by John L. Simons, fraternal delegate of the Trades Union Congress.

Mr. Simons, President of the Associated Society of Locomotive Engineers and Firemen, explained that the TUC refused to collaborate with the Government and with representatives of employers' organizations in working out arrangements for maintaining a restraining influence on the levels of incomes because it does not accept the assumption that Britain's economic difficulties are caused by increases in wages.

"We accept that many of our difficulties are caused by the exposed position of sterling as a world currency," said Mr. Simons, "but there is no clear evidence that the pay pause as such (which ended March 31 to be followed by a policy of wage restraint) has materially contributed to the growing feeling that Britain is becoming more competitive."

What is clear, added the TUC delegate, is that since the pay pause has been operating "production and productivity have

fallen sharply and that, with more men and more machines standing idle, unit costs have tended to rise."

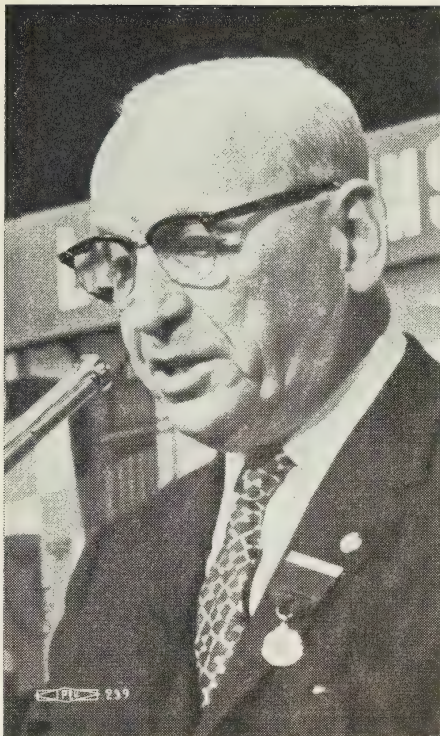
Noting that in a democracy, wage restraint is difficult to apply in any circumstances, Mr. Simons urged that the Government limit by export quotas or fiscal measures the consumption at home of products which can be sold abroad. He also suggested controls over imports, particularly of some consumer goods.

Mr. Simons, who has been president of the ASLEF since 1958, stated that if wages are to be planned, other types of income would have to be planned also.

He concluded that the only correct approach lies in the adoption of positive measures to secure sustained expansion. That is why, he said, the General Council of the TUC has agreed to participate in the National Economic Development Council.

James H. Southall

The second fraternal delegate of the TUC, James H. Southall, discussed the proposed entry of Britain into the European Common Market and the attitude of organized labour.



Lawrence M. Raftery



Arne Geijer

"The position of the TUC," said Mr. Southall, who since 1948 has been Secretary of the Midlands Area of the National Union of Mineworkers, "is that while they agree in principle with the Government's decision to open negotiations with the EEC, they have insisted that satisfactory arrangements must be made to meet the special needs of the United Kingdom, of the Commonwealth and of European Free Trade Area countries."

Mr. Southall called these provisions, and others such as the maintenance of full employment, "all important".

He added that the TUC has made it clear that they want to preserve the essential ties—political and economic—between Britain and her partners in the Commonwealth.

Lawrence M. Raftery

Lawrence M. Raftery, fraternal delegate of the AFL-CIO, called upon the Canadian labour movement to help eliminate racial, ethnic and religious bigotry from the world.

Mr. Raftery, since 1952 General President of the Brotherhood of Painters, Decorators and Paperhangers of America, is a member of the AFL-CIO Executive Council.

He suggested that Canadians, as the inheritors in North America of a rich and rewarding tradition, should be among the foremost defenders of the universal idea of the rights of man.

Mr. Raftery also referred to the problem of extending the high standard of living enjoyed in North America to other parts of the world. Noting that areas of need exist in proximity to areas of almost unlimited production facilities, he suggested that the problem is one of "organization, distribution, and brotherly love."

Arne Geijer

"The free world can not hope to win Africa, Asia and Latin America for freedom and democracy if it allows means of production to remain idle and if it does not put all hands to work," Arne Geijer, President of the International Confederation of Free Trade Unions warned the CLC delegates.

Suggesting that mass unemployment is the worst enemy of democracy, he called upon every free trade union movement to see that their respective governments pursue an economic policy designed "to secure employment opportunities for everybody willing and able to work."

Speaking in the name of the 57 million members of the ICFTU, the President said that the interests of labour are inseparable in all parts of the world, "Our voices and our deeds in the fight for freedom against oppression and exploitation are weakened if we do not practice equality and equal opportunities at home," he said.

Mr. Geijer, who rose from the ranks of the metal workers to head the Swedish Confederation of Trade Unions, said that all the various public agencies, down to the district and municipal level, must take a most active part in the planning of the economic life, both in the location of industries and in the entire structural development of the economy.

A member of Parliament representing the Swedish Social Democratic Party, Mr. Geijer suggested that both federal and provincial governments must be more concerned with vocational training, re-training and rehabilitation of labour as well as with encouraging workers to move from depressed areas and industries to areas with promising employment opportunities.

The ICFTU President also appealed to the free trade unions of the industrial countries "to give the impetus to strong democratic trade unions in the developing world."

Committee on Economic Policy

The committee on economic policy brought in a 3,000-word "statement on economic policy." It was adopted by the convention.

"Our economic problem can be summed up briefly: total demand for goods and services is not sufficient to create jobs to meet the needs of an expanding labour force and to accommodate those who are being displaced by technology," the statement declared.

It asserted that the many forms of unemployment—regional or local unemployment, seasonal unemployment, structural unemployment, and recession unemployment—are being aggravated by "creeping," chronic, long-term general unemployment. Special measures are still necessary to deal with the many different forms of unemployment, but "we must get our growth rate up far enough to restore full employment."

The best efforts to educate and retrain the labour force "will be of little avail if enough jobs are not being created to take care of those who have received the education and training."

Investment Policy

The statement disputed the view that high corporate tax rates are drying up private capital funds and stifling incentives

to private investment. "There is only one real explanation for the present relatively low rate of private investment, and that is excess productive capacity."

"As long as this situation exists, there can be no incentive for businessmen to invest for the purpose of creating more unused capacity," the statement said.

We cannot rely on either private investment or on exports. What is needed is "a massive expansion in the public sector of the economy."

The "public sector" was defined in the statement as the goods and services which governments (national, provincial and municipal) invest in: slum clearance and urban redevelopment, public development and conservation of resources, housing, roads, parks, hospitals, schools, provincial universities, technological and scientific institutions, and many other things highly essential in any advanced society.

The Congress did not mean makeshift public works programs. What it meant was a planned, long-term, sustained expansion of social capital, of public services, and of investment in the development of human capital.

Commercial Policy

Although we cannot rely on exports to provide full employment, they are important to the economy, the statement continued. And one of the most important economic problems Canada faces is: What should be our commercial policy in the light of changing trade relationships, in particular, Britain's imminent entry into the European Economic Community?

The statement rejected an alliance between Canada and either a European or a North American Common Market.

"The only sensible trade policy for this country is to expand our trade as much as possible with everybody. We must bargain our way, as far and as fast as possible, into both the EEC and the U.S. markets."

In addition, Canada must not neglect the Japanese market and must seek new markets in Latin America and in the underdeveloped countries of Africa and Asia.

Secondary Industries

Cutting of Canadian tariffs would result in import competition that would pose a serious problem for Canada's secondary industries, the statement went on. But if some of these industries could get reasonably free access to the European and American markets, they could enjoy the economies of mass production, which the Canadian market alone is too small to give them.



The Deputy Minister of Labour (left) and the Minister at the Department's exhibit.

These advantages would not come automatically, however, the Congress said. "There may have to be important changes both in the structure of some industries and in public policy."

In some secondary industries there are too many firms, "some of them inefficient." If our secondary industries are to compete with mass-production European and American firms, they must be put in a position to produce on a scale that will give them, too, the economies of mass production.

"The time has come for the Canadian Government not merely to permit, but to encourage Canadian firms in secondary industries to merge for the purpose of increasing their operating efficiency. This is necessary also because only larger firms can afford the huge expenditures necessary for the new technology which alone can make and keep us competitive with other industrial nations."

In addition, the statement concluded, adequate programs for retraining workers who need new skills, or for financing planned location of industry or increased mobility of workers must be adopted. This must be a public responsibility, not the responsibility of the individual worker or employer.

Resolutions

A resolution was adopted to urge all CLC affiliates to try to obtain, in their next agreement, shorter work weeks with the same take-home pay, and more holidays. This move was seen as one way of stemming the "continuing increase" in the number of unemployed.

Another resolution instructed the CLC to seek federal legislation to restrict to 40 a week the hours of work in industries under federal jurisdiction. The same resolution urged provincial federations of labour to seek the same legislation from provincial Governments.

The committee recommended non-concurrence in a resolution that wanted governments to compel workers entitled to a paid vacation to take the time off that was provided. The committee said this was a matter for negotiation, not legislation.

Minimum wage legislation should be sought from all governments, another resolution proposed. The minimum should be \$1.25 an hour for all male and female workers, it said.

Another resolution "welcomed the Government's action in sending trade missions, with labour representation, to 20 countries." It then urged extension of that policy to cover as many countries as possible.

The same resolution, which was a substitute brought in by the committee, "welcomed" the new export credit legislation.

Other resolutions proposed nationalization of all main sources of electric power and fuel and power resources, and the Trans-Canada Pipe Lines Ltd.

A resolution asking the Government to establish a Canadian merchant marine by means of an operating subsidy was adopted but another asking that the Government build and maintain a merchant marine was referred back to the committee, which had recommended non-concurrence because "we have just asked for an operating subsidy; the Government can't afford a maintenance subsidy, too."

Delegates protested that the Government couldn't afford not to maintain a merchant marine, pointing out that of all the grain being shipped to China, none was being shipped under the Canadian flag.

Social Security Committee

Sixty-five resolutions were referred to the social security committee.

The committee submitted 13 substitute resolutions, on family allowances, health, insurance, the drug industry, medical research, unemployment insurance, old age security, and old age pensions. The committee had time to bring only eight of the substitutes to the floor of the convention; all were adopted.

On family allowances the CLC requested payment as long as children under 21 were in school and establishment of a higher allowance for children 16 and over.

On health insurance the Congress repeated its request for a public program of health care that would be universally available, comprehensive, equitably financed and free of deductible or co-insurance features, and free of undue influence by any group. The plan must foster the group practice of medicine and provide care of the highest quality, contain incentives to establish a more equitable distribution of personnel and facilities, make provision for expanded medical education and research, provide for an advisory council, and include an appeals procedure.

The CLC endorsed the establishment of consumer-controlled and owned co-operative drug stores, and called on the Government to introduce "effective measures to protect the public against abuse and exploitation by the drug industry."

The Government was urged "to allocate substantial funds to medical research. . ."

Unemployment Insurance

The substitute resolution on unemployment insurance covered 18 submitted by affiliates. It sought amendments to the Unemployment Insurance Act to provide for:

—The extension of coverage to employments not now covered, subject to an income ceiling, where necessary.

—The establishment of benefit rates at not less than two-thirds of previous earnings.

—An extension of the schedule of benefit rates to take into account more than one dependent.

—A progressive increase in benefit rates linked to duration of unemployment.

—A modification of the formula for entitlement to benefits which would provide for a minimum of duration set at a lower figure than at present.

—Liberalization of section 45 of the Act to ease the conditions of entitlement to benefits.

—Strengthening of the role of the Unemployment Insurance Advisory Committee and of the National Employment Committee.

—An expanded and strengthened National Employment Service.

—Revision of the present system of financing the Act by providing for the payment of seasonal benefits out of consolidated revenue and a change in the ratio of contributions from 50:50:20 to 50:50:50.

In addition the resolution sought unemployment insurance coverage for employees of hospitals and charitable institutions and of municipal governments.

Old Age Security

The social security committee substituted one resolution for nine others dealing with old age security. The substitute called for:

—Eligibility for old age pensions without a means test at age 65.

—An increase in the pension to \$75 a month.

—The incorporation of an escalator clause in the legislation to provide protection against price increases.

—Periodic review by Parliament of changes in living standards with a view to relating benefits to improvements in general living standards.

The delegates had no time to deal with this resolution.

Old Age Pensions

Another substitute resolution not dealt with was one on old age pensions drafted by the social security committee to replace six resolutions submitted by affiliates. It urged immediate establishment of a "national system of wage-related old age pensions, over and above the present system of old age security." The system should contain the following features:

—Contributory on employer, employee and government, not necessarily in equal proportions, with appropriate arrangements for participation by the self-employed.

—Full portability by preserving the workers' equity in the plan regardless of any changes in employment.

—Universal and compulsory participation by employers and employees.

—Wage-related benefits in the case of employees, based on best earnings prior to retirement.

—Inclusion of survivors' benefits.

—Eligibility for pensions at age 65 and provision for retirement at an earlier age due to total and permanent disability.

—Provision for integration with or supplementation by private pension plans where such are in effect.

—Inclusion of a provision providing protection against loss of purchasing power by the pension due to inflation.

—Provision for a minimum pension to provide a health and decency standard of living in retirement.

Legislative Committee

The legislative committee dealt with 32 resolutions. In place of some of them it drafted substitutes on income tax, housing, immigration and credit purchases.

Income Tax

As a substitute for 11 resolutions, the convention adopted one that sought amendments to the Income Tax Act that would:

—Set exemptions at \$3,000 for married persons and \$1,500 for single persons, with \$500 per dependent child, such \$500 to be increased to \$1,000 for a handicapped or retarded child.

—Remove the percentage ceiling on approved medical expenditures, with the inclusion of premium payments under both public and private health insurance plans as approved expenditures.

—Make expenses incurred for approved vocational courses deductible.

—Increase the maximum amount which a student attending university may earn and still be considered as a dependent for income tax purposes.

—Provide that loggers may claim as deductible expenditures from income, expenditures on the following: transportation to and from their place of work; board and lodging at logging camps where the logger has to maintain a separate establishment elsewhere; articles of clothing which are required for logging operations; and depreciation on tools required by mechanics.

—Provide that, where applicable, tax relief be provided to workers other than loggers who work under similar circumstances.

The same resolution urged changes in the tax structure to redistribute the burden of taxation more equitably by:

—Diminishing the role of the sales tax as a source of revenue, especially as it affects those with low incomes.

—Making the income tax more progressive in its application than it is at present.

—Effecting greater equality of treatment in the matter of tax exemptions.

—Eliminating the many loopholes through which corporate taxpayers and company executives are able to evade paying a proper share of the tax burden.

—Imposing a capital gains tax.

Other resolutions that were adopted sought exemption from income tax of the cost of required school text books, funeral expenses, and disability pensions.

Housing

Resolutions on housing sought relaxation of National Housing Act restrictions on home purchases to make housing more readily available, reduction of the interest rate on NHA mortgages to 6 per cent, entry by the federal and provincial governments into second mortgages, and a program for construction of low-cost, low-rental and subsidized housing. This program should include slum clearance and town planning, and protection against abuse by land speculators.

As an experiment, the Government should build some large housing projects with co-operative service centres to provide food supply and catering, laundering, house-keeping, child care, recreation and education services, the CLC urged.

Immigration

The Congress voted to continue pressing for immediate amendment of the Immigration Act "to eliminate its objectionable features;" to hold a watching brief on the new immigration regulations to ascertain if suitable immigrants are now admissible without regard to race, creed or colour; and to urge more effective education of immigrants to facilitate their adjustment to Canadian life. The Government was urged to take steps to protect immigrants against exploitation by unscrupulous employers.

The original for which this resolution was substituted had asked that Canada accept as immigrants stateless persons whose only bar to entry into Canada was the lack of a passport. Some of the delegates protested that this request was not included in the substitute.

Amendments to the Act were sought that would establish the right of immigrants to join unions.

The absorptive capacity of the Canadian economy should be the deciding factor in regulating the number of immigrants admitted, and the entry of persons in occupations in which there is a surplus should be discouraged, the CLC said.

Credit Purchases

Legislation to require companies making loans or sales on credit to indicate the interest rate expressed as simple interest was called for in another resolution.

Report on Education

An early and adequate system of aid to education at all levels, including free university education, was urged by the CLC.

The recommendation, presented by the Committee on Education chaired by Frank

Secretary-Treasurer's Report

Secretary-Treasurer Donald MacDonald, in his report covering the two years since the previous CLC convention, announced that the Congress had recorded its first operational deficit—of \$14,369—in 1960, and its largest operational surplus—\$61,075—in 1961. Excess of revenue over expenditures for the two-year period was \$56,705.

An increase in per capita taxes had taken effect on July 1, 1960.

The period of "the most severe unemployment experienced by Canada since the last war" occurred during the two years covered by the report. Mr. MacDonald pointed out. This had had a serious effect on some unions' membership.

In addition, the expulsion of the Teamsters and the SIU and the suspension of the Lithographers, together with the disaffiliation of the Saskatchewan Civil Service Association and the "exoneration" granted the British Columbia Government Employees Association, had reduced Congress income by approximately \$80,000.

There has not been sufficient new organization to offset the loss of membership of approximately 68,000 in the five unions, the CLC Secretary-Treasurer said.

Bodie, President of the Alberta Federation of Labour, endorsed the principles of equal opportunities of education for all Canadians, calling for federal and provincial aid through collaboration within the framework of the British North America Act.

Such aid, it was suggested, should be designed to ease the burden on the municipalities and the small taxpayers.

The convention adopted a number of suggestions designed "to raise the effectiveness of our work force as it tries to meet the challenge of increased efficiency in other countries."

While acknowledging that the training of skilled manpower has become an important effort on the part of the federal and provincial Governments, the report called for:

- An agency that would be responsible for the direction, administration and co-ordination of the provincial programs for training skilled manpower;

- Greater co-operation between Boards of Education, industry and labour;

- More research to ascertain Canada's needs for skilled manpower;

- Specific standards for high school and vocational courses;

- Legislation, provincially, that would make it mandatory for those who leave school at the age of 15, and find employment, to attend some kind of educational institute for at least two days a week, until they reach the age of 16, and one day a week from 16 to 18 years;

—Curricula drawn with an eye to inculcate a wide grasp of the theoretical principles underlying the practice of an occupation and to provide a broad basis on which subsequent specialization can be built.

The debate from the floor centred on the recommendation calling for a co-ordinating agency to set up a Canada-wide policy respecting vocational and technical training. A number of French-speaking delegates from Quebec voiced strong objection to giving to a central agency the responsibility "for the direction, administration and co-ordination of the provincial programs."

This aspect of the debate carried over into internal matters when the Committee recommended non-concurrence with a resolution submitted by a Montreal local of the National Union of Public Service Employees calling for a modification of the CLC Standing Committee on Education in order to set up two separate committees, one French, one English.

Quebec spokesmen, including a Vice-President and the Secretary of the Quebec Federation of Labour, argued that the CLC's educational program would be more effective if conceived separately for French and English workers.

But QFL President Roger Provost stated that the CLC needs a national department to work with the various provincial education committees, although he recognized that the work is done at the level of the provincial federation.

Chairman Bodie reminded the convention that this was not a question of denying the provincial jurisdiction but, rather, of providing the best machinery, within the CLC, for worker education.

The convention called also for joint seminars in key farming areas for workers and farmers to study inter-related problems, deplored the lack of provision in Canadian schools for courses and programs designed to develop a thorough understanding of the labour movement, and applauded the setting up of a Labour College (L.G., March, p. 320), which now is scheduled to open in the summer of 1963.

International Affairs

A sweeping "Statement on International Affairs" adopted by the convention reflected the delegates' concern with world peace.

The statement called upon the Government of Canada to work for peace "with vigour, imagination and utmost perseverance" and stated that the best defence against a thermonuclear war is "general, simultaneous and complete disarmament."

The Committee on International Affairs, headed by William Mahoney, Canadian Director of the United Steelworkers, called upon the Government to set up a special parliamentary committee to examine the whole question of civil defence, including the problem of shelters.

The convention adopted a substitute resolution on fallout shelters. It stated:

If the Government considers, on the basis of its own expert advice, that the building of fallout shelters is essential for national survival in times of a dire emergency, such shelters should be erected at public expense, offer protection against blast and contamination effect and be built in sufficient number and size as to afford a degree and possibility of safety for Canadians regardless of their financial means or standing in society.

Adopted with little discussion, the statement on international affairs deplored the resumption of nuclear tests, hoped for the successful conclusion of negotiations for disarmament, and called for the creation of a permanent international police force, under the authority and jurisdiction of the United Nations.

Turning to defence and foreign policy, the statement said that, pending agreement on universal disarmament, Canada must continue to contribute to regional defence and cannot disarm on her own. It also supported regional alliances but opposed Canada's possession of nuclear weapon carriers and nuclear warheads.

The statement urged the Canadian Government to join the Organization of American States. This recommendation was the only one that gave rise to a debate—the objections being that the OAS is a military alliance dominated by the United States. The majority of the speakers thought that Canada's voice should be heard and that she had a contribution to make toward the progress of South American countries.

An Oil Workers' delegate from Vancouver who had been a member of the fact-finding group sent to Cuba by the British Columbia Federation of Labour (L.G., 1960, p. 1282) told the convention that one reason the Cuban people respected Canadians was that Canada was not a member of the OAS. But Jim Bury of the United Packinghouse Workers said "we can make the OAS extremely effective if we get in."

Canada's responsibility toward underdeveloped nations was also recognized in the recommendation that she "spend at least one per cent of her national income for aid to the economically less-developed countries."

1964 Convention

The 1964 convention of the Canadian Labour Congress will be held in Montreal. It was originally scheduled to be held in Toronto. But the strike at the Royal York Hotel (L.G., May, p. 518) lasted beyond the date when it was necessary to make alternative reservations.

The statement also called for:

—Re-opening of formal negotiations on German unity;

—Preservation of the freedom of West Berlin;

—Peace between Israel and the Arab States by direct negotiations;

—Freedom of navigation for all nations in the Suez canal;

—Opposition to outside military intervention in Cuba;

—Diplomatic recognition of the People's Republic of China;

—Protection of the historical borders of India; and

—The right of self-determination for all colonial and dependent peoples.

Finally, the convention reiterated its continued support of the ICFTU, convinced that "international problems cannot be solved in isolation and fully aware of the community of interests which exists between Canadian workers and the free trade union movement throughout the world."

Other Committees

A resolution submitted by a Toronto local of the Brotherhood of Carpenters asked the CLC Executive to attempt, through the AFL-CIO/CLC liaison committee, to have international unions amend their constitutions to give Canadian locals "their political freedom." Although a Carpenter delegate from Calgary cautioned that "we should not try to interfere with what they do in the United States," the resolution was adopted.

Other resolutions approved asked that Parliamentary grants to the Canadian Broadcasting Corporation cover a five-year period instead of one year as at present, that federal inspection be compulsory for all meat and poultry products, that fishing be restricted within the 12-mile limit, and that the death penalty be abolished.

Political Education Committee

The convention unanimously adopted a resolution endorsing the role played by the CLC Executive Council in the formation of the New Democratic Party. The

same resolution urged all affiliated unions and individual members to support that party and its candidates.

Election of Officers

The election of officers on the final morning of the convention was marked by a contest for the presidency—the first since the merger—the retirement of executive Vice-President Stanley Knowles, and the replacement of Ontario regional Vice-President Andrew Cooper, of the Carpenters. The convention adjourned shortly after the results were known.

CLC Honorary President Percy Bengough presided over the elections.

Claude Jodoin, President of the CLC since its formation in 1956, was re-elected for a fourth term, defeating Gordon Lambert, of the UAW, St. Catharines, 695 to 152.

Secretary-Treasurer Donald MacDonald, IWA, who also has held that post since the founding convention, was returned by acclamation.

Both Executive Vice-Presidents were also elected by acclamation. William Dodge, CBRT, was given a third term; Joe Morris, IWA, moved up from his B.C. regional vice-presidency to replace Stanley Knowles, who declined nomination because of his candidacy in the federal general election.

As usual, there was a contest for the four general vice-presidencies, but the 818 delegates who voted returned the incumbents. The result of the balloting was as follows: George Burt, Canadian Director, United Auto Workers, 783; Frank H. Hall, Vice-President in Canada, Brotherhood of Railway and Steamship Clerks, 769; William Jenoves, President, Toronto and District Labour Council, 752; William Mahoney, Canadian Director, United Steelworkers, 678; and Orville Braaten, Pulp, Sulphite and Paper Mill Workers, Vancouver, 225.

3rd Convention, Union Label Trades Department

The 3rd biennial convention of the Union Label Trades Department, held on April 8, decided to ask the Canadian Labour Congress and its affiliates for more financial help and for aid in its efforts to increase participation by workers in the activities of the Department. It also recommended to the CLC that the union label pledge be included in the oath of obligations taken by all officers and members of affiliates.

Affiliation of four more international unions was reported: the International

The only contest for the 13 regional vice-presidencies was for the Quebec region but it resulted in no change. There are, however, four new faces among the regional vice-presidents. The most noteworthy change was the replacement of Ontario regional vice-president Andrew Cooper, Canadian representative of the United Brotherhood of Carpenters, who was not nominated.

The regional vice-presidents are as follows: *British Columbia*—E. C. Sims, Regional Director, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America; and William Black, National Union of Public Employees. *Prairies*—C. Neil Reimer, Canadian Director, Oil, Chemical and Atomic Workers' International Union; and Donovan Swailes, Vice-President, Manitoba Federation of Labour. *Ontario*—J. Harold Daoust, Canadian Director, Textile Workers Union of America; Larry Sefton, Director, District 6, United Steelworkers; W. J. Smith, President, Canadian Brotherhood of Railway, Transport and General Workers; and Michael Rygus, General Vice-President, International Association of Machinists (Joseph Connolly, Canadian organizer, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, declined). *Quebec*—Roger Provost, Canadian Director, United Textile Workers; Miss Huguette Plamondon, United Packinghouse Workers; and Louis Laberge, President, Montreal Labour Council (J. R. Cinq-Mars, CBRT, Winnipeg, was defeated and Edouard Larose, Vice-President, Quebec Federation of Labour, who is a Carpenter, was not present to accept the nomination). *Atlantic*—John Simonds, Bakery and Confectionery Workers' International Union of America; and D. J. Gannon, President, Halifax, Dartmouth and District Labour Council.

Woodworkers of America, the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, the International Ladies' Garment Workers' Union, and the International Association of Fire Fighters.

It was pointed out, however, that several large international unions that are affiliated to the Union Label and Service Trades Department of the AFL-CIO are not affiliated to the CLC's Union Label Trades Department. The hope was expressed that these unions would affiliate to the CLC Department.

The compilation of Buyers' Guides for each of the provinces was described as a major project of the Department, and all affiliates were asked to co-operate by supplying the necessary information. The work is being done with the help of the Union Label Committees of the provincial federations and local labour councils. The aim of the Guide is to furnish a list of all union label goods and services available in each province.

Other resolutions adopted recommended that:

—The Union Label Department and its affiliates do everything possible to encourage the organization of the Christmas card and other greeting card printing industries.

—A course for Ladies' Auxiliaries and other women's groups, and for wives of union members, be included in the education courses held at seminars and institutes.

—Every effort be made to have the Allied Printing Trades Council label used on all material sent out by Community Chest and welfare services, and on all printed matter sent out by municipalities and boards of education.

—Efforts be made to persuade unions to negotiate the inclusion of a union label clause in their collective agreements.

—Union members buy only the goods and services of industries whose employees are represented by unions affiliated to the CLC.

—All affiliates be asked to embody in their union label the abbreviations AFL-CIO-CLC.

In the election of officers, Stan Clair, Amalgamated Clothing Workers, Windsor, was re-elected President, and Thomas B. Ward, Canadian Labour Congress, Ottawa, was re-elected Secretary-Treasurer.

Vice-Presidents elected were: John Simonds, Bakery and Confectionery Workers' International Union, Saint John, N.B.; Saul Fagan, United Hatters, Cap and Millinery Workers, Toronto; Jack Jordan, President, Regina Labour Council; Mrs. Josephine Hallock, Office Employees' International Union, Vancouver; Gérard Rancourt, Amalgamated Clothing Workers, Montreal; Mrs. Emily Ross, United Garment Workers, Edmonton; Herb. Macaulay, Brotherhood of Painters, Paperhangers and Decorators; and Saul Linds, Amalgamated Clothing Workers, Montreal. All of the above except Messrs. Jordan, Rancourt and Macaulay were re-elected to office.

United Steelworkers Annual Policy Conference

Higher wages, shorter hours, longer vacations, the elimination of geographical wage differentials in the Canadian steel industry, and the establishment of a new plan to protect workers displaced by automation were among the main aims of collective bargaining policy for 1962 set by the United Steelworkers at its two-day annual policy conference held in Vancouver just before the biennial convention of the Canadian Labour Congress.

A proposal that the CLC set up a national strike fund was rejected by the Steelworkers conference, which heard William Mahoney, National Director for Canada, suggest that the strike weapon might be obsolete.

Strikes are becoming increasingly difficult to win, because of economic conditions and legislation, Mr. Mahoney said, and "until the political rules of the game are changed, the cards appear to be stacked against successful striking. We must renew our efforts and give a great deal more thought to our search for alternative measures." He did not, however, say what the alternatives might be.

Some of the reasons he gave for believing that strikes are becoming ineffective were:

—They are extremely expensive because strikers have to give up their improved standard of living, and costly medical, hospital and insurance benefits.

—Strikes must be financed from union funds because public assistance and unemployment insurance benefits are not available.

—Strikes are made extremely difficult to support because of massive unemployment and other factors that conduce to legal strike-breaking.

The Steelworkers' director said that the expansion of employment opportunities in Canada was not keeping pace with the growth of the work force and that workers who were being replaced by automation could not find new employment because Canada lacks a full production policy.

He was critical of the National Productivity Council and said that the Council should be replaced by a "proper economic advisory council" that would be representative of various sections of the Canadian economy and would have power to advise and assist the Government in developing full employment.

The union proposed a detailed plan for dealing with unemployment attributed to automation. It called for consultations between labour and management on technical innovations, training of displaced workers, moving allowances for workers transferred to other plants, supplementary unemployment benefit for workers laid off for prolonged periods, and severance pay for those who lose their jobs permanently.

"Unions must seek a more equitable distribution of productivity gains, including lower prices for consumers as well as general wage increases and improved fringe benefits," the collective bargaining declaration said.

The statement said that collective bargaining alone cannot solve all the problems created by technological change—that governments also have a part to play in meeting the difficulties of the automation era.

Other objectives in connection with layoffs due to automation included: provision for early retirement with pension, continuation of life insurance and health benefits during layoffs, provisions for negotiating new wage scales when automation increases the skill and responsibility required of workers, a requirement that the employer shall give notice when he plans technological changes and shall negotiate details of the changes with the union, and transfer of employees to other plants according to seniority.

The conference adopted the aim of a nation-wide minimum wage of \$1.25 an hour for a 40-hour week as a measure to open up new markets for Canadian products. Coupled with this is the objective of time-and-a-half for all time worked over 40 hours a week.

The delegates also adopted a resolution favouring wage increases for women of the same size as those obtained for men.

The union urged integration of the iron and steel industries of Newfoundland, Nova Scotia and Quebec. Mr. Mahoney gave notice that pleas by Dosco for a further increase in the wage differential

between the Atlantic operations and those in Ontario would be coldly treated. J. C. Nicholson, Director of the union's District 2 (Atlantic Provinces), said that the union would seek "uniformity" in contracts with Dosco, the Steel Company of Canada in Hamilton, and the Algoma Steel Corporation in Sault Ste. Marie.

The union declared its opposition to the establishment of a strike fund by the CLC—an idea that originated at the Steelworkers' policy conference in Hamilton last year. The issue was at that time referred to the national executive for consideration, and it was re-introduced at this conference by two Toronto locals and one from Vancouver.

The resolutions committee recommended non-concurrence in the three resolutions. President Mahoney said that there was no sympathy with the proposal among the head officers of the CLC. The CLC "can't have the responsibility of financing strikes when it has no authority over calling them," he explained.

A resolution submitted by a Toronto local asking that strike contributions from the national welfare fund be increased was defeated by 10 to 1. The strike policy committee told the delegates that the resolution was unacceptable because only 90 per cent of the 407 Canadian locals participated in the fund, and an increase of 15 cents per capita per month would impose a strain on the local treasuries.

The conference approved a resolution instructing the executive to investigate the feasibility of a proposal to set up a panel of experts to advise union locals on whether or not to take borderline cases to arbitration. Proponents of the idea said that such a panel might prevent the loss of time, money and prestige.

Harry Waisglass, acting Research Director of the union, forecast a more favourable climate for collective bargaining this year than in the past five years. He predicted reasonably high levels of employment and production in the steel industry during most of the year.

McGill University's 14th Annual Industrial Relations Conference

Present situation in industrial relations research and the course that such research should take in the future is subject of discussion at conference, of which the theme was "Research Frontiers in Industrial Relations Today"

The present situation in industrial relations research and the course that such research should take in the future was the subject of the 14th annual conference at the Industrial Relations Centre of McGill University, held on April 26 and 27.

The theme of the conference was "Research Frontiers in Industrial Relations Today." The conference was attended by about 100 delegates representing business concerns, labour organizations, other universities, and federal and provincial governments.

Addresses were given by five speakers, and each address was followed by a discussion period.

The first address, on "Research in the Labour Field—New Approaches and Needs," was given by Dr. George V. Haythorne, Deputy Minister of Labour, Ottawa.

The second address, entitled "Human Relations Research in Industry: Some Things Learned," was delivered by Dr. Victor H. Vroom, Assistant Professor, Department of Psychology, University of Pennsylvania.

The speaker at the dinner, Dr. Charles A. Myers, Director of the Industrial Relations Section, Massachusetts Institute of Technology, spoke on "The Future of Personnel Administration."

Dr. Leonard R. Sayles, Professor of Business, Graduate School of Business, Columbia University, addressed the conference on the subject, "The New Look in Industrial Relations Research: Organizational Behaviour."

The final address, on "Appraisal of the Frontiers of Research in Industrial Relations," was given by Dr. Sar A. Levitan, United States economist and arbitrator.

The conference was opened by Prof. Edward C. Webster, Director of the Industrial Relations Centre.

Dr. George V. Haythorne

Important lessons we have learned from our experience in developing programs that affect labour, whether legislative or otherwise, are that the issues involved must be clearly recognized before action is taken, and that the programs put into effect have often suffered through failure to undertake the necessary research beforehand.

This was one of the points emphasized by Dr. George V. Haythorne, Deputy Minister of Labour, in his address on "Research in the Labour Field—New Approaches and Needs."

"This is particularly true," he continued, "when the issues are so frequently highly complex, and involve other important aspects of the economy, including monetary and fiscal policies, trade and investment, on the more strictly economic side; and questions of social security, community life and organization, health and family considerations, on the more broadly social side."

Outlining the development of labour research in Canada, Dr. Haythorne said that before the 1930's it was "sporadic and largely historical or statistical." During the period after Confederation and in the earlier part of the present century, attention was directed mainly toward the development of the country's physical resources, and the human aspects of industrial organization and expansion received little consideration.

By the 1930's the fact-gathering process, as a first step in labour research, was "a well established function of government," and both provincial and federal labour departments were largely labour statistics bureaux "located in what seemed for the time an appropriate government setting."

During the 1920's, labour departments were mainly expected to see that the welfare of workers was not prejudiced by faulty boilers, unsafe elevators, complete loss of income through injuries, excessive hours, unduly low wages and other circumstances. "Industrial disputes were to be aired for public scrutiny and possible assistance in settlement."

Dr. Haythorne recalled that W. L. Mackenzie King, both as Deputy Minister of Labour and as editor of the *LABOUR GAZETTE*, had given an impetus to the gathering and publishing of labour information and statistics. In this he was followed by R. H. Coats, who, after being editor of the *GAZETTE*, became first Chief Statistician of the Labour Department in 1905, and later Dominion Statistician.

By the early 1940's, the severe dislocations and pressures of World War II, following those of the 1930's, "brought about a greater awareness of the role of labour in the efficient functioning of the economy ... The white paper on Employment and Income produced in Canada in 1945, and the Employment Act passed by the U.S. Congress in 1946, illustrate the growing recognition of analysis and research," Dr. Haythorne said.

He went on to speak of the realization of the increasing importance of labour research as shown by the organizational changes that have taken place in the Department of Labour. One of these was the establishment in 1943 of the Research and Statistics Branch—renamed the Economics and Research Branch in 1949.

After the postwar period of rapid economic development, under the influence of increased competition from abroad, rapid technological changes, rapid growth of the labour force, and increased unemployment, "Labour market problems have once again tended to dominate the scene."

These changes, "together with the wider acceptance of collective responsibility for social action ... have helped to pave the way for new approaches in research activity both in the government and elsewhere," the speaker said. More emphasis is placed on longer-run issues and on the analysis of information on labour matters, as distinct from gathering and presenting it. This has brought a new appreciation of the value of research in the labour field.

In the Department and in the Government as a whole research has made its greatest contribution "when it was closely associated with the evolution of a program, or linked to its developmental phase." An example of this was the research that preceded the establishment of the winter employment program, the soundness of which had been shown by the fact that although the plan had been expanded, its general nature had remained unchanged.

Research had also been valuable in regard to technical education. The undertaking of the Skilled Manpower Training Research Program by the Economics and Research Branch, with assistance from university professors, had provided much of the basic background required in setting up the new Technical and Vocational Training Assistance Act of 1960; and many of the new features of the revised training agreements with the provinces had been partly inspired by it.

It was also clear that more attention was necessary in regard to changes in manpower requirements brought about by tech-

nological change and by the necessity for Canadian industry to face increased competition.

In the industrial relations field there is still much research to be done. A lot of lip service is given to co-operation, but unfortunately this is not always well informed, realistic, or, what is even worse, completely sincere ...

More searching inquiries need to be made into the nature of responsible roles in industry both for management and for labour. The changing functions of unions need to be examined in greater depth as well as the changing tasks of management. The areas of actual and potential conflict between labour and management need to be explored frankly ...

Many questions relating to income, hours of labour and other working conditions need careful analysis. The more the question of hours of labour, for instance, had been discussed at the International Labour Conference and by the Governing Body of the ILO, "the more it has become clear that there is a host of factors which must be taken into account in dealing with desirable hours of labour on a daily, weekly and yearly basis," he said.

Social security measures for workers is another field that requires more research, Dr. Haythorne said. These include, in Canada, unemployment insurance, workmen's compensation, hospital and medical care services, and pensions. These matters need to be considered from the point of view of how their cost should be shared, their effect on labour mobility, on the motive to work, and on attitudes toward changing employment conditions.

The retraining of the unemployed is another matter that needs more attention, Dr. Haythorne said.

Turning to the question of who was to carry out all this research work, he said that there was much to encourage and much to discourage us. On the one hand, there was a shortage of qualified persons; but on the other, "more professional men are making labour matters an avocation ..."

Although the number of research workers in this field outside government did not seem to be increasing, new positions had been set up in recent years in both the federal and provincial Departments of Labour, and also in some municipal governments. Outside the government, research was going on mainly in unions, management organizations, consultant services and in universities.

The speaker referred especially to the research departments set up by the former Canadian Congress of Labour and Trades and Labour Congress, and carried on by the Canadian Labour Congress after the merger.

Research was also increasing in a number of companies. In 1949 there were two Canadian members of the Industrial Relations Research Association from management. In 1960 there were 14. There had also been a great expansion in the number of private consultants, both of those working for unions and those working for management.

The Canadian universities, Dr. Haythorne thought, had not been giving nearly as much attention to labour relations and manpower research as they should have. In this respect, they had lagged behind the United States universities.

He spoke of the help given by the Department of Labour to university people, under the Labour Department-University Research Program, in studies of the settlement of industrial disputes. These studies had provided a critical examination of the question, and had also "contributed to the personal development of university staff members and postgraduate students interested in the labour field."

One important way in which universities could help in this kind of research was by encouraging students who show an interest in the social sciences to seek a career in labour research.

An encouraging aspect of such research, Dr. Haythorne said, was the way in which "research activities on industrial relations, manpower problems, social security and economic growth are slowly but surely discovering common ground." The Organization for Economic Co-operation and Development and the ILO, on an international scale, and the National Productivity Council, on a national scale, had soon realized the importance of labour questions.

In a world where the tempo of change is being stepped up, the role of research becomes of crucial importance. Change involves costs as well as gains. If these costs are too heavily concentrated on one group, for example the workers concerned, then defensive actions and outright opposition may well result. If the costs are too great on the employer side, equally serious results may occur.

We need to know more about the process of adjustment to difficult kinds of change and the best ways of helping those who were compelled to change their jobs "both occupationally and geographically." We need to know more about the nature of these technological changes, about the adjustments that they will demand from labour and management, and about how these adjustments can be facilitated, the Deputy Minister said.

We must be clear about the purpose of our research and about its methods. Research is used effectively by the nations

with which we are competing, and we run a grave risk of falling behind if we neglect it ourselves. This means that we must know in considerable detail in what direction the economy is moving and is likely to move in the future, although we cannot expect to forecast the future with complete accuracy.

In concluding, Dr. Haythorne again urged the universities to encourage students who have the interest and the necessary aptitude to develop careers in labour research.

Discussion

Prof. Donald Armstrong, McGill University, who was the "discussant" in the question period following Dr. Haythorne's address, wanted more light on the question of what was meant by "basic research." Much of what passed for research, he said, was merely concerned with description and fact-gathering. It had little concern with asking questions, and still less with answering them. Spending too much time on gathering facts led to diminishing returns, he said.

During the 1950's we began to realize that presenting facts was not enough, Dr. Haythorne said in replying. We also had to train our faculties on the interpretation of facts, and to develop practical policies and programs to meet contemporary issues.

One of the delegates contended that, although research could be too much taken up with describing, there was still a great deal of descriptive work to be done in Canada. Buried in the files of the various Departments of Labour, of the unions and of business concerns were gems of information that would shed light on the problems we confront in labour relations, he said.

Dr. Haythorne, in his reply to a number of questions and comments, still insisted that more research should be devoted to the analysis of material. He thought that industries and plants were still trying to "get by," and that they could do more than they were in studying the changing requirements for manpower and in looking at the human factors behind production. The study of changing manpower requirements needed to be done by industry with the co-operation of labour, and both industry and labour should recognize the need to do something about this.

It was also necessary for the people who were doing the educating to be brought into contact with the changing needs of industry.

Referring to what had been said about lip service to co-operation between labour and management, Dr. Haythorne suggested that what had been done by 1,700 labour-management co-operation committees across

Canada should be taken more seriously. Here was a place for research, and he would like to see top labour and management recognize its importance.

Answering one of the delegates who had criticized the Government for not doing something about the loss of professional manpower to the United States, Dr. Haythorne said that this was something that was easier said than done. He expressed the hope, however, that measures now being undertaken would bring many back and would encourage new students to make research a career.

Dr. Victor H. Vroom

The importance of the influence of the supervisor on the productivity of a work group, and the methods of supervision that have been shown by human relations research to be most effective in promoting productivity, were described by Dr. Victor H. Vroom, Assistant Professor, Department of Psychology, University of Pennsylvania. He spoke on "Human Relations Research in Industry: Some Things Learned." He also dealt with employee satisfaction and the spirit of the work group.

The speaker divided his address into four main parts: (1) The most effective methods of supervision, (2) The most effective means of developing or improving supervisors, (3) The relationship between employee satisfaction and productivity, and (4) The influence of the informal work group on productivity.

Dr. Vroom described the results of several experiments undertaken to determine the importance of the supervisor's role. The main conclusions drawn from them were:

The supervisors who seemed to be most successful in promoting productivity were those who separated their functions from the work of their subordinates, and spent much of their time in planning and in strictly supervisory functions; the less successful supervisors spent much of their time in doing the same kinds of work as those under them.

The supervisors of the high-producing groups were generally found to be "employee-centred," while those in charge of the low-productivity groups were "production-centred." In other words, supervisors of the first type tended to take a personal interest in those under them, and those of the second type mainly regarded their subordinates as a means of getting the work done.

Other investigations had shown, Dr. Vroom said, that it was a mistake to suppose that a supervisor must be either em-

ployee-centred or production-centred, the two attitudes being mutually exclusive. On the contrary, a supervisor might be both employee-centred and production-centred, and these were the supervisors who were most successful in promoting productivity in those under them. The supervisors who were neither production-centred or employee-centred were the least successful.

A third difference between supervisors of the high-productivity and the low-productivity groups was in the closeness of supervision they exercised. The first tended to give a more general form of supervision, allowing subordinates scope in exercising their own judgment; the second type tended to supervise more closely and narrowly.

One of the experiments, however, with a group of railway maintenance-of-way workers, tended to show that there was no connection between productivity and closeness of supervision. In other aspects, this experiment corroborated the findings of other experiments.

Investigation had shown that work groups in which subordinates have a considerable voice in decision making are more productive than those in which subordinates had very little voice. If subordinates had some say in making decisions, they were more likely to accept the decisions made and to carry them out willingly than if they had no say in making them.

The speaker pointed out, however, that hard-and-fast rules could not be made. Employees who were inclined to be independent, to assert their equality with others, and to have a good opinion of their own abilities, responded to being given a chance to participate in making decisions about their own work; but other employees of a different type might not respond at all.

The results of training supervisors in accordance with the principles believed to have been brought out by research, with a view to developing or improving their effectiveness, had been largely negative, Dr. Vroom admitted.

One explanation for this might be that the effects of such brief training were insignificant compared with "the day-to-day training that the supervisor receives from his superior and his associates."

A method of coaching supervisors that seemed to offer some promise was that of "feeding back" to the supervisors their subordinates' opinions of their performance as supervisors. The speaker thought that whatever degree of success had been obtained by this method was due "to the fact that the feeding back process deals with the supervisor and his immediate sub-

ordinates as a group instead of attempting to change the supervisor by separating him from his group."

Contrary to the early assumptions of the human relations movement, later investigations had shown that employee satisfaction did not of itself lead to high productivity, Dr. Vroom said. They had, however, seemed to show that among employees who were highly satisfied with their jobs, absenteeism and turnover were lower than among other employees. There was also some evidence that satisfied employees have fewer accidents than those who are dissatisfied.

Satisfied persons are less likely to leave their job permanently or to absent themselves from it, but motivation for performance seems to depend not on the amount of satisfaction that the individual gets from his work, but on the basis for this satisfaction.

The motive to work effectively depended upon the perception of a connection between the level of performance and the level of rewards or punishments received, Dr. Vroom said.

Regarding the effects of the informal work group on productivity, Dr. Vroom said that studies had shown it was a kind of "two-edged sword" that might work either for or against the organization's goals. Strong group ties tended to lead the whole group in one direction, which might be toward high productivity or low productivity.

In general, "highly cohesive" groups showed no tendency to be any higher or lower in productivity but showed greater uniformity. The highly cohesive groups tended to the extremes of high or low productivity, while the low cohesiveness groups tended to be in the middle—neither very high nor very low.

It had also been found that "company support" was important, and that a highly cohesive group which perceived it had the support of the company was likely to be high in productivity, and *vice versa*, the speaker said.

Research workers had so far not given enough attention to the influence of the kind of work in stimulating and satisfying employees, or the reverse, and more work along these lines was needed, Dr. Vroom pointed out.

Gains in knowledge in the human relations field would not come easily, and such research was "both time-consuming and costly." But so far the encouragement and support given by both industry and labour had been "commendable," Dr. Vroom said.

"If this should be continued and extended, I feel that it holds great promise for the future."

Discussion

George Lach, Assistant Vice-President of Personnel, Canadian National Railways, who led the discussion after Dr. Vroom's address, remarked that he was a practitioner while Dr. Vroom was a social scientist. He said he had noticed that the results of research as given by a social scientist were highly tentative and highly qualified. He had noted that the words "seems" and "appears" occurred many times in Dr. Vroom's speech.

Referring to productivity, he asked why social scientists did not make productivity in the service industries, where technological advances had had little effect, "their oyster."

Dr. Vroom commented that he thought the difference in orientation between the social scientist and the practitioner was partly a problem of communication.

One of those present contended that human relations training for supervisors should not be discredited because experiments had not given promising results. He suggested, however, that one of the main reasons why firms employed such training was because it was thought to be the right thing to do.

Dr. Charles A. Myers

The dominant managerial philosophy has been in the past, and perhaps still is today, "a mixture of authoritarianism and paternalism," and the assumption behind this attitude is that "management is usually, if not almost always, right," Dr. Charles A. Myers told the delegates at the conference dinner. He was speaking on "The Future of Personnel Administration."

Dr. Myers, who is Director of the Industrial Relations Section of the Massachusetts Institute of Technology and President of the Industrial Relations Research Association in the United States, went on to criticize this view of management's duties and behaviour, and to give his ideas of how management should treat its employees.

We cannot say that the traditional view of management does not work, he said, but "social science research, as well as the practical experience of an increasing number of people in organizations when they reflect on how they are treated and how they respond, have cast doubt on some of the old management beliefs."

He referred to two sharply differing philosophies of management described by

Douglas McGregor, in his book *The Human Side of Enterprise*: (1) Theory X—The traditional view of direction and control, and (2) Theory Y—The integration of individual and organizational goals.

"The central assumption of the traditional theory of management [Theory X] is that people must be told what to do." Three other assumptions implicit in most current management policy are:

1. The average human being has an inherent dislike of work and will avoid it if he can.

2. Because of this human characteristic, most people must be coerced, controlled, directed, and threatened with punishment in order to get them to work.

3. The average human being prefers to be directed, wishes to avoid responsibility, has relatively little ambition, and wants security above all.

"Thus personnel administration," Dr. Myers said, quoting from an article by Robert Shaffer and Philip Woodyatt, "has taken on, albeit unconsciously, the unrewarding mission of achieving some sort of *rapprochement* between the (odious) work that must be done in organizations and the (uninspired) people who must do it."

The scarcity of labour during World War II, with the resulting independence of attitude on the part of the workers, the growing power of the unions, and the findings of social science research, had all put pressure on management to change its methods of dealing with people at work.

But too often this increased attention to the human side of enterprise by management had been directed toward improving the techniques of better human relations and face-to-face communications, more generous employee welfare programs, and a preoccupation with "management training." The assumptions about the way in which people behave in organizations were not fundamentally changed.

The assumptions of Theory Y, on the other hand, included the belief that the average human being does not dislike work, that external control and the threat of punishment are not the only means of getting him to work, and that the attainment of objectives depends upon the rewards that may be expected for attaining them.

Also included is the belief that, under proper conditions, the average human being learns not only to accept, but to seek responsibility; that the avoidance of responsibility, lack of ambition, and desire for security are generally results of experience and are not inherent human characteristics;

that "the capacity to exercise a high degree of imagination, ingenuity and creativity in the solution of organizational problems is widely, not narrowly, distributed in the population;" and that under modern industrial conditions the intellectual potentialities of the average human being are only partially utilized.

"If employees are lazy, indifferent, unwilling to take responsibility, intransigent, uncreative, unco-operative, Theory Y implies that the causes lie in management's methods of organization and control," he quoted Douglas McGregor.

Dr. Myers said that in his experience, managers attending the various programs at the Massachusetts Institute of Technology, when asked to think of the boss for whom they had worked with most enthusiasm, had almost always described a manager more like a Theory Y manager than a Theory X one. But when invited to apply the same idea to their dealings with their own subordinates, a few persisted in the opinion that *their* subordinates, or at least some of them, were "different," that they did not want responsibility, lacked initiative, had to be told what to do, and had to be constantly checked to see that they did it.

Another assertion often made was that manual workers, or even clerical workers, were different from managers. But Dr. Myers cited various experiences as proof that "when the organizational conditions and managerial attitudes are changed, workers and their union representatives will respond with ideas and enthusiasm to achieve objectives which they now see as common objectives..."

He emphasized the methods and value of consultation, the importance of getting ideas from subordinates before making decisions, of helping people to set goals for themselves so that they could evaluate their own work rather than expect the manager to evaluate it for them, like pupils at school.

The task of the personnel administrator is far different under Theory Y management than under Theory X. Under Theory Y, if his company deals with a union, he attempts to build communication bridges at many levels between management and union representatives, and to avoid having his only contacts with opposite and often antagonistic sides of the bargaining table.

Some thought that the computer would change all this, and would lead to greater centralization of management, Dr. Myers said. "Some wits even say that we may have factories and offices without people, and consequently no personnel problems other than unemployment."

But he thought that it would be safe to ignore the suggestion "that there will no longer be groups of people in which some are managers and some are the managed. The point will always be, how are they 'managed'?"

"If computerization leads to more centralization, to tighter controls, to less scope for individual initiative and superior performance at all levels in an organization, then it will be a costly innovation indeed."

The role of personnel administration and the effective use of human resources within an organization could be considered within a broader context, Dr. Myers said. "Do we place a high value on the dignity and worth of the individual human being only in our political and religious beliefs, and not in our philosophy of managing people at work?"

In this broader context, Dr. Myers said in conclusion, "as well as in its contribution to releasing the creative energies of people at work, there is a great future for personnel administration."

Dr. Leonard R. Sayles

Social scientists looking at the industrial relations field are recognizing more and more "that there are no neat lines separating union relations from production and even from marketing or finance; you can't isolate one set of human relations from others within the organization," said Dr. Leonard R. Sayles in opening his copyrighted address on "The New Look in Industrial Relations Research: Organizational Behaviour."

Dr. Sayles is Professor of Business, Graduate School of Business, Columbia University, and a consultant for several corporations in the United States.

Even the outer boundaries of an organization can no longer be looked upon as fixed, the speaker went on to point out, since "the increasing use of contracting out brings outside firms, and sometimes outside unions, into the organization."

The use of computers and other complex mechanisms has also brought in the outside specialists who service them, and who not only adjust the machines to the needs of the organization, but whose influence is also making it necessary for the organization to be adjusted to the equipment.

"Needless to say all of these forces are going to affect labour-management relations..." Dr. Sayles said. "The labour relations specialist must be able to see how labour problems, both their incidence and their resolution, are part and parcel of other organizational activities with which the manager is involved."

In the age when technology was simple and most business organizations were comparatively small, the manager was regarded as occupying a position analogous to that of a father. This paternalistic relationship was also reinforced by the wide social gulf between the manager and the managed.

Dr. Sayles went on to speak of the changing views of sociologists regarding management's duties and functions that had come about as a result of the increasing complication of business and the growth of "scientific management."

Much of the confusion and controversy over what is good management has had its source in a failure to understand the significance of the changes brought about by the second industrial revolution, the speaker continued. The first industrial revolution was associated with the growth of large factories equipped with power-operated machinery. Productivity depended on how hard and how fast the employees worked, and on whether the machines kept running. The second industrial revolution really began when it was recognized that productivity is "a function of systems, integrated equipment operation as well as integrated employee co-ordination."

In a modern organization, "the individual's contribution has no value except in so far as it is made at the right time and place in a sequence," Dr. Sayles remarked. "It will do the manager little good to concentrate on individual performance." He should be concerned with the "over-all pattern of co-ordination" among the employees.

"In conclusion," Dr. Sayles said, if the labour relations executive and the personnel manager are going to be of value to their organizations, they must adopt a view that is quite radically different from the traditional view. "They must be able to view the impact of collective bargaining terms and procedures on the operations of the organization as an organization and on the day-to-day activities of the manager..."

Dr. Sar Levitan

Although 27 years have elapsed since the United States Government adopted the policy for encouraging labour and management to engage in collective bargaining, the results of such bargaining have not fulfilled the hopes that were placed in it, said Dr. Sar A. Levitan, economist and arbitrator. He is at present economic consultant to the Area Redevelopment Administrator in the U.S. Department of Commerce and a lecturer in labour law and collective bargaining at Johns Hopkins University.

He went on to discuss the possibility of finding means to supplement or limit collective bargaining. The object of such means would be to bring about a fairer distribution of the national income and to restrain the inflationary tendencies of collective bargaining in those industries where unions are powerful and management is in a position to pass on increases in costs by raising prices.

Despite the pronouncements of economists about the transformation in the distribution of the U.S. national income during the 1950's, there was in reality little change, Dr. Levitan said. The fact was that throughout the fifties the share of the national income received by the poorest 20 per cent of the population remained year after year at 5 per cent, while the share of the richest 5 per cent of the population, after falling from 21 to 20 per cent, remained at that level during the last seven years of the decade.

In general, the income of the better paid occupations had increased proportionately more than that of the unskilled workers. "The median annual income of professionals, technicians, craftsmen and foremen rose by three-fifths between 1950 and 1960, while that of service workers and non-farm labourers increased by slightly more than a third," the speaker said.

Although improvements in the standard of living had been shared by all sections of the American people, it remained true that "whosoever has, to him shall be given, and he shall have more abundance." Dr. Levitan did admit, however, that the succeeding part of the saying did not apply, and that nobody had actually been made poorer.

The three charges most frequently made against collective bargaining, the speaker said, were:

1. Strong unions and major corporations in oligopolistic industries have succeeded in cutting themselves a bigger slice of the pie than would appear their just desert, and have contributed to inflationary pressures.

2. Free collective bargaining has failed to reach employees at the bottom of the economic ladder; neither has it helped them in any appreciable way. Direct government action has been necessary to raise the wages of these workers...

3. Major groups of unions have effectively denied minority groups not only the benefits of collective bargaining but also the opportunity to work in certain industries or to acquire skills to which they have aspired.

Need for Research

Dr. Levitan went on to speak of the need for research in "vital public policy matters that deal with equitable distribution of our total national pie, reduction of unemployment to a minimum consistent with and achievable in a free society, and strengthening the institutions of collective bargaining..."

"Under our economic system, the major burden of finding solutions to the difficult and stubborn economic and social problems rests upon the ingenuity and inventiveness of management, labour and the diverse institutions representing them. But obviously the Government has a major responsibility in assuming leadership and acting as a catalyst in helping resolve national problems..."

He cited several matters in which he thought that research was needed. These included: the real impact that has been made by the minimum wage law, the training and retraining of manpower, and the redevelopment of areas where chronic unemployment and underemployment have existed during good as well as bad years.

There has been little objective analysis and sound evaluation of the impact of a minimum wage, Dr. Levitan said. A great deal of attention was given to employment and wage trends in the steel industry, but how much concern was shown about the wages paid to workers in the growing restaurant industry, in which he estimated there were three times as many workers as in the steel industry, and that a third of them were being paid less than a dollar an hour? What would be the effect on the economy and on employment of raising the wages of all hotel workers, a quarter of whom were now getting less than a dollar an hour, to a statutory minimum?

"I do believe there are just as many significant economic and social implications in the fact that the large proportion of workers in the service industries are getting less than a substandard wage, as in the fact that some rates in the building trades are too high." He suggested there was a need for allocating more research to those areas where the social and economic need is greatest.

Manpower Training

On the question of manpower training, the speaker said that research workers had been of little use in helping the U.S. Congress to decide what part government could play in retraining workers in a program to aid the depressed areas. Referring to the "rather disheartening" results of the Armour Packing Company's program for retraining

workers displaced by automation, he said that in the unfavourable publicity that had been given to the results of retraining in one of the Armour plants, research workers had "made a negative contribution to the program."

Research workers, Dr. Levitan suggested, could help in resolving the conflicts that would arise between training programs and existing apprenticeship systems set up under collective agreements.

Improving Collective Bargaining

Finally, he dealt with possible ways of improving collective bargaining. He admitted that none of these at present appeared to be particularly promising, but he thought that they should not be hastily dismissed as impracticable or undesirable.

One of these ideas was the view of the present United States Government that it was "the role of government to provide guidelines for wage settlements" which aimed at keeping the cost of wage settlements within the bounds of rising productivity. The recent settlement in the steel industry (L.G., May, p. 499) was a case in which the Government's policy had been notably successful, but here "the cards were stacked in favour of the Administration position." Dr. Levitan thought that "the Administration's successful efforts in preventing the rise in the price of steel involved more than mere exhortation." He also doubted whether, if business conditions continued to improve, other leading unions would be "as ready to co-operate as the steel union was."

The speaker pointed out, however, that it would take more than one settlement to show the value of the Government's insistence on voluntary wage-price restraint. It was doubtful whether even now the Government's goal of non-inflationary settlements was being achieved in industries other than steel, he said.

The construction industry employs at least five times as many workers as and at higher wages than the steel industry. But in this industry settlements were widely decentralized and were "reached in literally thousands of collective bargaining agreements; consequently there is little public attention centred upon the impact of this industry upon price stability."

The "celebrated case" of the electricians in New York had attracted widespread attention, and doubt as to the effect of the Administration's exhortations in the construction industry was raised by the way in which other building crafts in New York were following the lead of the electricians in asking for a reduction in hours.

The speaker said that the U.S. Government seemed to think that the "built-in controls" within the economy would be effective in restraining unwarranted wage and price increases, if the effect of these controls were brought home to unions and management. Instances of such controls were the threat of foreign competition, and the substitution of materials.

New "breakthroughs" in collective bargaining in which the U.S. Secretary of Labor, Arthur Goldberg, was also placing some hopes included the acceptance by the public of the intervention of a third party, representing the public, in collective bargaining. The tripartite Labor-Management Advisory Committee had been established with this idea in view.

Those who supported the idea behind this committee seemed to hope that the part played by the neutral third party, in addition to the "national guidelines" that he would be expected to follow, would be successful in achieving its purpose.

Dr. Levitan himself appeared to think that there was some hope in the idea, but he admitted that "thus far, parties in collective bargaining have shown little inclination to abdicate their responsibilities to a third party or to include neutrals as active participants and equals in the negotiations." He also remarked that it was "quite apparent that the use of neutrals is not gaining any rapid acceptability in collective bargaining."

In conclusion he said: "We should not jump to the conclusion that present collective bargaining institutions and procedures cannot be improved upon and made more effective. In the past, collective bargaining has left its toll in terms of serious economic dislocation and considerable inconveniences to broad sectors of the population. It behooves us, as practitioners and researchers in the field of industrial relations, to continue searching for new ways and new breakthroughs to improve the institutions of collective bargaining."

Discussion

One of the delegates argued that the increasing cost of fringe benefits was a factor in the growing unemployment in industries like the steel industry and the auto manufacturing industry. In the latter industry, employers resorted extensively to overtime rather than incur the cost of fringe benefits connected with hiring new employees, he said.

Dr. Levitan said that the unions' emphasis on fringe benefits was the result of insufficient welfare legislation. Medical plans,

increased unemployment insurance benefits, and so on, would reduce the need for bargaining by unions for fringe benefits. He pointed to the United Mine Workers as a union that had insisted on high wages at the cost of high unemployment, and had adopted a policy of getting the most it could for its own members with little concern for the effect on others.

Another delegate, who thought the union could not be blamed for high unemployment in the coal industry, said that wages alone do not determine the prosperity of an industry. If the coal miners in Canada were to accept a 50-per-cent reduction in wages it would not rescue the industry from its difficulties, and a wage reduction in the U.S. coal mining industry would not result in an increase in employment, he said.

Dr. Levitan admitted that wages were not the only factor affecting the situation in the coal industry, but he contended that the process of mechanization, with the attendant laying off of miners, would have been much slower if there had been no militant union that showed no consciousness of the effect of its collective bargaining policies on employment.

In his address Dr. Levitan had mentioned a proposal in the United States that legislation requiring overtime to be paid at double time instead of time and a half

might reduce the amount of overtime and spread employment. A delegate asked whether this might not cause employers to raise prices. Dr. Levitan agreed that raising of the overtime premium was no substitute for full employment. He thought that the reason for the widespread use of overtime by employers was an economic one, and that high fringe benefit costs, a consequence of union policies, were a factor.

Dr. Levitan was asked why the operating railway unions in the United States had rejected the report of the Presidential Commission. He said he thought the rejection was bargaining strategy. He believed the switchmen were satisfied with the report, the conductors and trainmen not very strongly opposed, but the firemen and engineers objected to the report because its basic conclusion had been that there was no need for firemen.

Speculating on outcome, he said the carriers might carry out their threat to put the recommendations into effect and face a strike, and the country might decide to see whether it could get along without railways for a time. The view of the public seemed to be that when there was no fire there was no need for firemen.

He thought both sides had contributed to their problems by letting them grow for 40 years or so.

Laval University's 17th Annual Industrial Relations Conference

The role of specialists and experts in the decision-making and control process is subject of study at 1962 conference. More than 400 representatives attend

(Translation)

The 17th Industrial Relations Conference of Laval University, held in Quebec City on April 30 and May 1, studied the role of specialists and experts in the decision-making and control process.

More than 400 representatives of industry, trade unions, governments and universities participated in the conference. Consideration was given to the specialist's purpose, role, and responsibilities in private industry, in trade unions and in the Civil Service.

In the absence of Rev. Gérard Dion, Director of the Department of Industrial Relations of Laval University, Emile Gosselin presided over the proceedings.

The conference was opened by Mgr. Louis-Albert Vachon, Rector of Laval University, who urged the delegates to place all their talents at the service of social peace.

The guest speaker at the closing dinner was Dr. Roger Grégoire, of Paris, Counsellor of the Organization for Economic Co-operation and Development and Chairman of the former European Productivity Agency.

Emile Gosselin

Emile Gosselin, interim Director of the Department of Industrial Relations of Laval University, outlined the role of specialists and experts in the decision-making and control process. This problem was of equal

interest to private enterprise, trade unions and the Civil Service.

After having outlined the development of industrial organization, Mr. Gosselin pointed out that specialists are now being called upon not only to implement policy but also to help management in determining objectives, preparing budgets and establishing policy.

In closing, the speaker cautioned against a manager's becoming systematically dubious toward specialists and stressed the danger of having too many experts, whose influence may counterbalance one another's and thus lead to a stalemate.

Jean-Paul Deschênes

Jean-Paul Deschênes, professor in the Department of Industrial Relations at Laval University, said that the specialist must compensate for the weaknesses of management in certain special fields.

In trying to set the problem to be discussed during these two days, Mr. Deschênes specified that the consultant is a specialist, not a generalist, who must provide management with more information on any of the variables that management must take into consideration before making a decision.

After stressing that authority rests entirely with management, the speaker admitted there were certain fields where the specialist may exercise some authority, providing that management accepts the specialist's action as its own.

Mr. Deschênes added that the consultant specialist must also have some freedom to control.

Gaston Fournier

Gaston Fournier, engineer specialist with Acton Rubber Ltd., said that management must learn to communicate more fully with its technicians and share its powers with them.

Mr. Fournier discussed the reason for specialists, their role and their responsibilities.

He stressed that the profession of engineer specialist in management is unusual in that, in its present state of development, it cannot be adequately taught as such in universities. Most of the present engineer specialists in management began by specializing in some other field, he explained.

Dr. Eugene Forsey

Dr. Eugene Forsey, Director of Research with the Canadian Labour Congress, first examined the role of the specialist within trade unions.

In stating that the specialist with a trade union is a free servant of the labour movement, Mr. Forsey said that he is an outstanding official for three main reasons:

1. The specialist with a trade union is not only an employee, but also a member of the trade union movement; he serves not only an employer but also a cause, and he therefore cannot limit himself exclusively to counselling.

2. Technical specialists are not numerous and this means that they have to multiply their activities, for instance by making speeches and writing articles.

3. The specialist with a trade union must also serve as a counsellor to the entire labour world and become for its members the advocate of the policy he has just recommended to the labour leaders and which they have just adopted.

On the other hand, the speaker said, the specialist with a trade union becomes in some ways the creator of the emotional and intellectual environment of the movement of which he is the servant and his role thus differs from that of his namesake in the service of business or the state.

Dr. Forsey denied that the specialist with a trade union is about to replace the elected union leader. Recalling that specialists often neglect to take practical matters into consideration, he held that the intelligent and spirited person who is elected as a union leader is endowed with the common sense and judgment required to appreciate the advice of the specialists.

Marcel Pepin

Marcel Pepin, Secretary of the Confederation of National Trade Unions, insisted that the democratic nature of the trade union movement ruled out the possibility that a specialist with a trade union could impose his ideas.

He said that "the first duty of the specialist with a trade union is to allow those who are qualified to do so to take enlightened decisions." If the advice of specialists is so often followed it is not because they impose their ideas but rather because they understand their environment, he said.

The CNTU Secretary said that the number of specialists in the labour movement will increase because problems are becoming more and more complex.

Paul Pelletier

The specialist who directly advises political leaders must have sound and intelligent knowledge in the highest degree of

public affairs and relegate to the background the fundamentally sound but sometimes egotistical interests of the particular line in which he specializes.

Otherwise, said Mr. Pelletier, one of the three commissioners of the Civil Service Commission in Ottawa, the political leaders may sometimes be led to take decisions detrimental to the general welfare.

Mr. Pelletier believes that the specialist must expand his outlook as he climbs the civil service ladder lest he emphasize his particular specialization to the detriment of other political, sociological or economic factors.

He also suggested that specialists in the Civil Service be transferred to administrative functions at a certain phase in their career.

W. A. Hunter

Dealing with the role of the specialist in private enterprise, W. A. Hunter, of the Leatham Simpson Company, held that industry can no longer be satisfied with controlling situations but must try to foresee and control the very changes of these situations.

He added that management must familiarize itself with all the techniques so as to be able to appraise the recommendations of specialists.

Mr. Hunter said that specialists have only a complementary function, as helpers to the persons responsible for management.

Roger Chartier

Roger Chartier, professor in the Department of Industrial Relations at Laval, the final speaker, submitted "a concept of functional teamwork."

Mr. Chartier held that the theory that calls for a very sharp distinction between the functions of management and those of specialists does not correspond any more to the true situation in large industrial firms of today and that there is need for a compromise based on functional teamwork.

"Specialists in research, development, finance, and personnel management and

engineering would benefit, in large firms, by not being considered any more only as specialists without authority to decide about anything," he said.

Mr. Chartier added that specialists are at least equally as important as the production and sales experts, with whom they must work on the same footing as team mates.

This new concept of functional teamwork, concluded the speaker, will tend to cover all the essential jobs and give them the importance and authority they call for.

Dr. Roger Grégoire

In his address at the closing dinner of the Conference, Dr. Roger Grégoire, specialist with the Organization for Economic Co-operation and Development, defined the specialist as the one who has the knowledge without having the power of decision.

He added that "the consultant is a specialist called upon to give the competent authority the necessary information for making a wise decision."

Dr. Grégoire brought out three factors that account for the leading role of specialists in modern society: the increasingly complicated nature of the problems that face management, the quickened pace of increase of technical progress which brings about rapid change in the world, and the evolution of human relations and of the basis of authority.

The speaker also showed how some international institutions, such as the OECD, act as actual counsellors to their members.

A regular study of the economic conditions and policies of the member states, and the steps taken by these countries in regard to education and scientific and social research, gives rise to common recommendations, he said.

He denounced the mistake of leaders who relinquish their powers of decision, as well as specialists who, consciously or not, use their influence to impose their will.

Dr. Grégoire said that "if the specialist has a great part to play, he is also bound to serve."

Working Women of The Netherlands

Gainfully employed women in The Netherlands number 922,000 and make up about 22 per cent of the country's labour force. But critical shortages of female labour exist, especially of nurses, teachers, domestics and factory workers

In The Netherlands there are 922,000* gainfully employed women. They make up about 22 per cent of the total labour force, a lower proportion than in most countries in Western Europe. Currently, however, there is a critical shortage of female labour, particularly of nurses, teachers, domestic servants and in occupations in manufacturing that rely mainly on women workers.

Where They Work—Agriculture employs 42,000 women; manufacturing 209,000; domestic service 123,000; and other service industries, including government, social services, education, health services and the armed forces, 310,000.

The clothing and textile industries together employ more than half the women working in manufacturing. Large numbers are employed in food processing and in metal work. Eighteen per cent of the female labour force work in retail selling, eight per cent in social services, seven per cent in teaching and four per cent in nursing.

Almost all nurses and more than half of the teachers in The Netherlands are women. The proportion of women in other professions is unavailable but the number of women graduates of the various professional schools indicates prevailing trends. In 1957-58, of graduates in pharmacy 42 per cent were women, in law 27 per cent, in medicine 15 per cent, in architecture 10 per cent, in veterinary science 7 per cent and in dentistry 4 per cent.

Marital Status—Married women make up only 14 per cent of all women workers. In other words, less than five per cent of all married women in the population work for pay. Many married women are, however, involved in economic activity as wives of shopkeepers, farmers, etc., without being in paid employment.

In 1958 the statute laws were amended to permit married women to work for the national civil service and to teach in the public primary schools. There are still, however, communities in The Netherlands where married women may not be employed in the municipal service.

Married women workers who become pregnant receive maternity leave of six weeks before and six weeks after confine-

ment. During this period they are entitled by law to 60 per cent of their earnings. Very few day nurseries for children of working mothers are organized by employers at the place of work even where large numbers of women are employed. Most nurseries are under private auspices and are located in the poorer districts of the larger towns and cities.

Part-time Work—Comparatively few women work part-time. The national civil service employs some part-time help, but only on a temporary basis; some municipal governments employ permanent part-time workers. Part-time jobs exist in domestic service, shops, the post office, the telegraph and telephone industry, textile factories, laundries, hospitals and schools.

Equal Pay for Equal Work—The principle of equal pay for equal work already applies in the national civil service, the local public services and in the teaching profession. It is not yet generally applied in industry.

The average wages of women in industry are about 40 per cent lower than those of men but in recent years women's wages have been increasing at a faster rate than men's.

In line with the requirements of the European Economic Community, The Netherlands Government stated in November 1961 that equality of remuneration will be brought about gradually. Conciliation officers of the Ministry of Labour have been instructed to incorporate a paragraph in new collective bargaining agreements providing that women's wage rates should be at least 85 per cent of the male rates. The Government is also furthering the use of job analysis and classification techniques which aim at objective job appraisal.

Trade Union Activity—Women make up on the average only about 5 or 6 per cent of the total trade union membership in The Netherlands. In some occupations and industries where large numbers of women work, however, their union membership is much higher. For example, in the textile and clothing industries, in shops and in offices, women make up about 20 per cent of union membership; in hairdressing and teaching women comprise half the total of union members.

* Figures are for 1959, the latest available.

Older People—Work and Retirement

ILO Director-General bases his Report to 1962 session of International Labour Conference on problems of work and retirement for older people. Report gives Canada credit for educational and research efforts on behalf of older workers

Challenging problems were laid bare by David A. Morse, Director-General of the International Labour Organization, in his Report to the 46th Session of the International Labour Conference in Geneva this month. He based his Report this year* on the problems of work and retirement for older people.

In a comprehensive analysis he explained that age in relation to work was an elusive question and that the problems arising for workers of advancing years were deeply affected by a whole complex of factors.

In several places in his Report, Mr. Morse gave credit to Canada for its educational activities on behalf of older workers. He mentioned specifically the Interdepartmental Committee on Older Workers and the research projects it had sponsored.

The Report examined in detail the world's aging populations, the problems and prospects of older workers in economic life, the needs and problems of older people no longer at work, and the action taken by the ILO in this important area of human relations.

The Director-General pointed out that the ILO cannot fail to concern itself with the problems of old age in the world today. Many of its immediate preoccupations touch on these problems—its efforts to prevent and abolish discrimination in employment and occupation, for example, and its continuous endeavours to extend and to improve social security coverage and standards.

The world's population is aging in all regions, the Report pointed out. Tremendous strides made in health and nutrition and related fields had not only lengthened life, but had also brought about better health in the later years of life. Technological advance, diminishing the physical strain of work, had changed the nature of work and the environment in which it was done. Changes in family structure and ways of living had altered the social framework within which the worker grows older. A wholly different physiological, psychological,

technological and social climate surrounds the incidence and problems of old age today.

In commenting on the aging of populations, the Director-General explained that low fertility, low mortality and high emigration from an area force populations toward "aging." Conversely, high fertility, high mortality and high immigration tend to lower the percentage of older people in any society and result in a younger population.

Age becomes a significant factor in a worker's life when, simply because of advancing years he begins to find difficulty in doing his work or in finding or keeping a job. It was at this stage of his career that he becomes an "older worker" from the standpoint of the world of work, the Report stated.

Mr. Morse pointed out that the employment problems that come into being with advancing years differ greatly in kind and extent from one country to another, but they are shared by many nations of the world. Older men and women capable of useful and productive work, needing to work and ready and anxious to do so, tend to meet with increasing difficulties as they advance in years.

They may find it hard to adapt to new methods and techniques and to keep up with the fast-changing industrial society. They may find it difficult to maintain the rapid pace and rhythm of many kinds of work. They may encounter discrimination on the job. They may lose their jobs. They may find it difficult to get another job or to obtain retraining. They may be faced with rigid hiring limits. They may find that what they have long dreaded is now happening to them and that for all practical purposes they have been tossed on to the "human scrapheap" and that no one has much use for or interest in them.

The older person in the world of work faces many problems at a time when he is ill-equipped to deal with them, financially and otherwise. The Report suggested that industry and trade unions could do a great deal, separately and collectively, to sort out these problems, to eliminate those which are the product of imagination and prejudice and to work out constructive ap-

* *Older People—Work and Retirement*. Report of the Director-General, I.L.O. to the 46th Session, International Labour Office, 202 Queen Street, Ottawa. 75 cents.

proaches to those which remain. The community, too, had its part to play, particularly in providing the counselling, retraining and placement facilities necessary to increase the work adaptability of older people in the light of changing job requirements and changing capacities for work.

Premature withdrawal from work was described as a burden on any community and an obstacle to economic and social advancement. As such it needed to be combatted with unrelenting vigour. Ideally all people who wished to go on working and who were capable of work should be able to find and retain suitable employment.

Community Effort Needed

"If this goal is to be reached," said the Director-General, "—and we are still far from it in most parts of the world—many-sided community efforts are needed to maintain full employment and to enable older people to adapt to structural changes in employment and to claim their fair share of employment opportunities, not as a privilege or a right, but on their own merits as workers."

In commenting on retirement, Mr. Morse suggested that the right to retire needed to be established more widely and more firmly—and to be established on a sound financial footing. The right and the capacity to continue working was one thing. The right and capacity to retire was another.

Many old people had to work throughout their lives whether they wished to or not. They had no practical alternative. The leisure they had earned through hard work never came to them. Moreover, in many countries old people who were retired on pensions had great difficulty in making ends meet. Their pensions were small and tended to lag behind increases in the cost of living. He stressed that much remained to be done to provide solid old-age security in developed and developing countries alike.

The Report stated that the whole question of the age of retirement was a highly individual and human one. Some workers aged more quickly than others. The morale and welfare of many older persons was enhanced by continued gainful activity whereas other persons looked forward to and enjoyed leisure after many years of work.

The desirability of a relatively low pensionable age was questioned for many reasons.

First, it was not always or often in the best interests of older workers or of their national or local communities.

Secondly, it was not reasonable to expect the active members of the population to support able-bodied persons who were

middle-aged or only slightly beyond middle-age.

Thirdly, the economic contribution of older workers was needed to help make possible improvements in social policy relating to youth.

Finally, a low pensionable age had major financial implications, and funds having to provide pensions at low ages might run into serious difficulties, requiring them to take such steps as reductions in the pensions payable.

Since many older workers wished and were able to continue in gainful activity after they reached pensionable age, the cost of a pension scheme would be reduced if entitlement to benefit was made conditional on retirement from covered or gainful activity or if the pension was reduced in respect of earnings. The Report stressed, however, that financial considerations should not dominate social considerations, though they might influence the decisions made.

An undertaking to retire from employment might not be discriminatory where the pension was high enough to provide a real substitute income for lost earnings. If, however, the pension failed to provide the worker with sufficient income to support himself and his family he would have no choice but to continue in gainful activity as long as he was able.

ILO Activities

In describing the activities of the ILO in this field, Mr. Morse pointed out that the 45th Session of the International Labour Conference at Geneva in June 1961 adopted a resolution concerning the problems of older workers. This resolution called on member States to give special attention to older workers' needs in developing economic and social programs and in introducing and improving social security systems, in order to provide older workers with a decent standard of living on retirement.

The Report explained that measures concerned with retirement and with maintenance and health care in old age formed only one facet of the problem of older workers to which the ILO had devoted continued attention. Another major area of concern had been the employment problems with which many workers were faced in their later years of work life.

Two aspects had engaged the ILO's particular attention: the elimination of discrimination against older workers in the field of employment, and assistance to older workers to enable them to meet changing conditions more easily, e.g., by adapting their skills to changing job requirements and possibilities.

Employment and Unemployment, May

Employment rose by 247,000 between April and May, and by 169,000 from May 1961, to an estimated 6,254,000. Increases were about normal for the time of year in both farm and non-farm sectors.

Unemployment declined seasonally during the month. The May unemployment estimate, 336,000, was 149,000 lower than that in April and 121,000 lower than that in May 1961.

The estimated labour force in May was 6,590,000, an increase of 48,000, or 0.7 per cent, from a year earlier.

As a proportion of the labour force, unemployment was 5.1 per cent in May, compared with 7.5 per cent in April and 7.0 per cent in May 1961. Unemployment rates in May were below those of a year ago in all regions, the largest decline occurring in Quebec.

Employment

Employment in all regions and industries reflected the general upswing in outdoor activities across the country. Of the total employment increase during the month, about half was in construction and agriculture. In these and most other industry groups, rising employment levels followed usual seasonal patterns.

Of the 6,254,000 employed, 4,534,000 were men, 1,720,000 women. Both estimates were higher than for April: 4,314,000 men, 1,693,000 women. A year earlier the estimates were: 4,395,000 men, 1,690,000 women.

Farm employment rose from 627,000 to 681,000, and non-farm employment from 5,380,000 to 5,573,000.

Employment in May was up 2.8 per cent from May last year. The largest part of this increase was in service and manufacturing. Continued strength was apparent also in construction and trade.

Gains over the year were well distributed among various manufacturing industries. In the durable goods sector, notable expansion has occurred in electrical apparatus, shipbuilding, iron and steel, wood products, and the automobile and parts industries. Most non-durable goods industries have shown some employment increase over the year.

Employment increased seasonally in all regions during the month. Gains from a year earlier varied from a little less than 2 per cent in the Prairie region to a little more than 4 per cent in Quebec.

Unemployment

Unemployment showed a sharp seasonal drop, declining to an estimated 336,000 in mid-May. This figure was 149,000 below the April estimate and 247,000 below the winter peak.

About half of those unemployed in May had been seeking work for three months or less. One quarter had been seeking work for four to six months. The remaining quarter had been seeking work for seven months or more.

Of the 336,000 unemployed in May, 324,000 were without work and seeking work, and 12,000 were on temporary layoff.

The unemployment total in May was down 121,000, or 26 per cent, from a year earlier. The number of unemployed men, at 285,000, showed a decrease of 112,000 over the year; the number of unemployed women, at 51,000, was slightly lower.

Regional unemployment rates in May, with the May 1961 rates in brackets, were: Atlantic 11.1 (12.6), Quebec 6.2 (9.1), Ontario 3.4 (5.2), Prairie 3.1 (3.9), and Pacific 6.4 (8.1).

Atlantic

Employment in the Atlantic region increased by an estimated 39,000 between April and May, from 495,000 to 534,000. A normal advance for this period, the increase was widely distributed among the goods-producing industries, construction and manufacturing showing the largest gains. The employment increase in manufacturing was mainly in sawmilling and fish processing.

In the service-producing industries, employment levels showed little or no change during the month.

Employment in agriculture was estimated at 52,000, up from 45,000 in April but down from 59,000 in May last year. Non-farm employment was 482,000, up from 450,000 in April and from 456,000 in May 1961.

Employment in May was higher by 19,000, or 3.7 per cent, than a year earlier. The increase was fairly widely distributed among the major industrial divisions.

Manufacturing employment continued at a somewhat higher level than last year, with shipbuilding and wood products showing sizable gains. Employment in the iron and steel industry, however, was still substantially lower than last year.

Unemployment in May, 67,000, was 11.1 per cent of the labour force, compared

with 15.7 per cent a month earlier and 12.6 per cent a year earlier.

In the week ended May 19, the Atlantic labour force was estimated at 601,000. The month before it was 587,000 and the year before, 589,000.

Quebec

Employment in Quebec increased by an estimated 73,000 between April and May, close to seasonal expectations. It rose to an estimated 1,716,000 from 1,643,000 in April and 1,646,000 in May 1961.

As usual, the largest gain was in construction. Smaller increases took place in forestry and service. Manufacturing employment was sustained during the month with virtually all component industries showing continuing strength. There were small short-term layoffs in the aircraft industry, but employment in durable goods industries as a whole remained firm.

Employment in agriculture rose to 134,000 from 127,000 in April but was lower than the 145,000 in May 1961. Non-farm employment increased to 1,582,000 from 1,516,000 in April and from 1,501,000 in May last year.

Employment in May was higher by 70,000, or 4.3 per cent, than a year earlier. Manufacturing, service and construction accounted for most of the year-to-year employment advance. Employment was much the same as a year ago in forestry and mining.

The improvement in manufacturing was widespread. Industries that showed particularly strong gains were wood products, electrical apparatus and shipbuilding.

Unemployment in May was estimated at 114,000, down sharply from 171,000 in April and 165,000 in May 1961. As a proportion of the labour force, unemployment in May was 6.2 per cent, compared with 9.4 per cent in April and 9.1 per cent a year earlier.

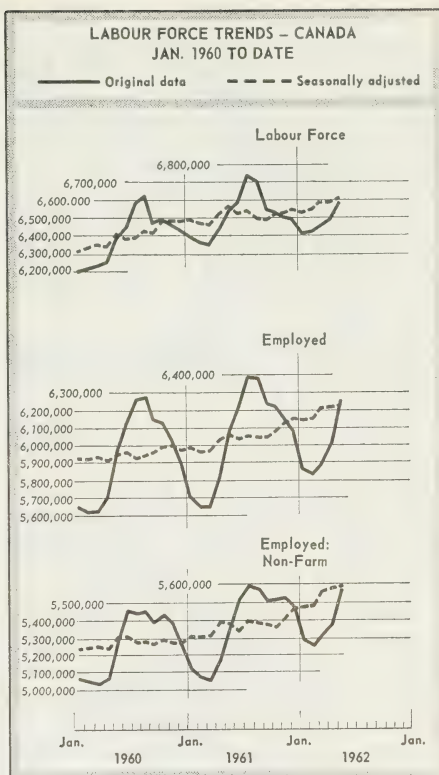
In the week ended May 19, the Quebec labour force was estimated at 1,830,000. The month before it was 1,814,000 and the year before, 1,811,000.

Ontario

Employment in Ontario rose by an estimated 58,000 between April and May, which is about the usual increase for this time of year. It rose to an estimated 2,313,000 from 2,255,000 in April and 2,266,000 in May 1961.

Most of the gain was among men, and it stemmed mainly from increased activity in agriculture and construction. Smaller gains took place in mining and trade.

Employment in manufacturing was maintained at the high levels of the previous



month. Durable goods industries showed further strengthening but there were offsetting losses in non-durables. The automotive and electrical apparatus industries were particularly active.

Agricultural employment was estimated at 160,000; in April it was 144,000 and in May last year, 163,000. Non-farm employment was 2,153,000 in May, 2,111,000 in April and 2,103,000 in May 1961.

Employment in May was higher by 47,000, or 2.1 per cent, than a year earlier. The largest increases were in service-producing industries. Smaller, though still substantial, gains took place in manufacturing and construction.

Within manufacturing, employment increased significantly in electrical, iron and steel, automotive and wood products industries. Mining employment was slightly lower than a year ago owing to reduced activity in metal mining.

Unemployment in May was estimated at 81,000, which was 3.4 per cent of the labour force, compared with 4.8 per cent in April and 5.2 per cent in May 1961.

In the week ended May 19, the Ontario labour force was estimated at 2,394,000, which was 26,000 higher than the estimate for April.

Prairie

Employment in the Prairie region increased by an estimated 65,000, from 1,067,000 to 1,132,000, between April and May. This was a normal rise for this time of year but the increase in farm employment was somewhat smaller than usual owing to late seeding in some areas.

Non-farm employment showed a strong advance. The upturn was particularly strong in construction, where increased activity was reported in all sectors of the industry and throughout the region.

Employment rose slightly in manufacturing and trade. Plants producing building materials were reported to be very active during the month.

Oil drilling was at a low level, but metal mining continued to expand.

Farm employment rose to 310,000 from 284,000 in April but was still lower than the 329,000 in May last year. Non-farm employment was 822,000, up from 783,000 in April and 785,000 in May 1961.

Employment in May was higher by 18,000, or 1.6 per cent, than a year earlier. Although employment in agriculture decreased over the year, non-agricultural employment showed an increase of 37,000.

Sizable gains occurred in construction, manufacturing, finance and service. Employment increased slightly in mining but remained unchanged in transportation and trade.

Unemployment in May was estimated at 36,000, which was 3.1 per cent of the labour force, compared with 67,000 (5.9 per cent) in April and 45,000 (3.9 per cent) in May 1961.

In the week ended May 19, the Prairie labour force was estimated at 1,168,000. The month before it was 1,134,000 and the year before, 1,159,000.

Pacific

Employment in the Pacific region increased seasonally between April and May. It rose from an estimated 547,000 to 559,000.

Much of the expansion was in manufacturing and, as usual at this time of year, the largest gains were in sawmilling and food processing.

Employment in the shipbuilding and paper products industries continued at the high levels of the previous month. Logging operations in the coastal areas were intensified, but at most interior points, road restrictions and difficult hauling conditions continued to hamper forestry operations. There was no appreciable change in the level of construction employment.

Employment in agriculture was estimated at 25,000 in May, 27,000 in April and 30,000 in May 1961. Non-farm employment rose to 534,000 from 520,000 in April and 514,000 in May last year.

Employment in May was higher by 15,000, or 2.8 per cent, than a year earlier. The increase was centred largely in the service-producing industries, but there was also some improvement in manufacturing and mining. Wood, paper, iron and steel products and shipbuilding were among the industries that showed the largest gains over the year.

Activity in metal mining increased substantially, mainly because of new export markets for copper and iron ore concentrates.

Unemployment in May was estimated at 38,000, which was 6.4 per cent of the labour force, compared with 7.1 per cent a month earlier and 8.1 per cent a year earlier.

In the week ended May 19, the Pacific labour force was estimated at 597,000. The month before it was 589,000 and the year before, 592,000.

—Dominion Bureau of Statistics
and Department of Labour

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	May 1962	May 1961	May 1962	May 1961	May 1962	May 1961
Metropolitan.....	2	5	8	7	2	.....
Major Industrial.....	6	10	16	16	4	.....
Major Agricultural.....	2	2	6	8	6	4
Minor.....	11	17	29	31	18	10
Total.....	21	34	59	62	30	14

CLASSIFICATION OF LABOUR MARKET AREAS—MAY 1962

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	St. John's Vancouver- New Westminster	Calgary → EDMONTON Halifax Hamilton Montreal → QUEBEC-LEVIS → WINDSOR → WINNIPEG	→ OTTAWA-HULL → TORONTO	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	Corner Brook Lac St. Jean Moncton Rouyn-Val d'Or Shawinigan Sydney	Brantford → CORNWALL Farnham-Granby → FORT WILLIAM → PORT ARTHUR → JOLIETTE Kingston → NEW GLASGOW Niagara Peninsula Oshawa Peterborough → SAINT JOHN Sarnia → SHERBROOKE → TIMMINS- KIRKLAND LAKE → TROIS RIVIERES Victoria	→ GUELPH Kitchener → LONDON → SUDBURY	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)	Riviere du Loup Thetford- Lac Megantic & Ville St. Georges	Barrie → CHARLOTTETOWN Chatham → PRINCE ALBERT Red Deer → YORKTON	→ BRANDON → LETHBRIDGE → MOOSE JAW → NORTH BATTLEFORD → REGINA → SASKATOON	
MINOR AREAS (labour force 10,000-25,000)	Bathurst Campbellton Gaspé Montmagny Newcastle Okanagan Valley Prince George- Quesnel Quebec North Shore Rimouski St. Stephen Woodstock, N.B.	Beauharnois Belleville-Trenton → BRACEBRIDGE → BRIDGEWATER Chilliwack → CRANBROOK → DAUPHIN → DAWSON CREEK → DRUMMONDVILLE → EDMUNDSTON → FREDERICTON → GRAND FALLS Kamloops → KENTVILLE Lachute-St. Therese Lindsay Owen Sound → PEMBROKE → PORTAGE LA PRAIRIE → PRINCE RUPERT → STE. AGATHE- ST. JEROME St. Jean Sault Ste. Marie Sorel → SUMMERSIDE Trail-Nelson → TRURO → VALLEYFIELD → YARMOUTH	→ Brampton → CENTRAL → VANCOUVER ISLAND → DRUMHELLER Galt → GODERICH Kitimat Listowel → MEDICINE HAT → NORTH BAY → ST. HYACINTHE St. Thomas → SIMCOE Stratford Swift Current → VICTORIAVILLE Walkerton → WEYBURN Woodstock- Tillsonburg	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 642.

Explanatory Note to "Classification of Labour Market Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local market conditions based on an appraisal of the situation in each area. In considering each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of registrations for employment on file at NES offices to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, depending on the size and character of the area.

Group 2: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of registrations for employment on file at NES offices to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. The situation usually exists when the ratio of registrations for employment on file at NES offices to paid workers, including those looking for jobs, is more than 1.9 per cent or 2.4 per cent, but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of registrations for employment on file at NES offices to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job registrations to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions at local areas is obtained mainly from monthly reports submitted by each of the local

offices of the National Employment Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy. The key to this grouping is shown in the classification of labour market areas on page 641.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the names used include several other local office areas, as follows: Farnham-Granby includes Cowansville; Montreal includes Ste Anne de Bellevue; Lac St. Jean includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and Alma; Gaspe includes Causapsal, Chandler, Matane and New Richmond; Quebec North Shore includes La Malbaie, Forestville, Sept Iles and Baie Comeau; Sherbrooke includes Magog; Trois Rivières includes Louiseville; Toronto includes Long Branch, Oakville, Weston and Newmarket; Sudbury includes Elliot Lake; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 110 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.

Collective Bargaining in May

On May 30, the **Brotherhood of Railroad Trainmen** and the **CNR** concluded a new agreement covering approximately 10,000 conductors, brakemen, yardmen and switch tenders. The terms of settlement include a total wage increase of 8 per cent, to be granted in five steps over a 31-month period, four weeks vacation after 25 years of service (previously after 35 years) and changes in work rules.

Before the settlement was reached, the union members rejected the majority recommendations of a conciliation board and voted to go on strike. Released in April, the majority report of the board had recommended a 6½-per-cent wage increase over three years, and the minority report a wage increase of 8 per cent over two years. As the strike date set for June 4 approached, the railway announced plans for a system-wide layoff in the event of a work stoppage and posted layoff notices in Newfoundland. The company and the union, however, continued to negotiate and reached an agreement five days before the work stoppage was to start.

At a preliminary meeting of the conciliation board that had been set up to assist in the negotiations between **15 non-operating railway unions** and the **CNR** and **CPR**, the companies and the unions agreed to resume talks which had been in abeyance since February. The board, under the chairmanship of Mr. Justice Craig Monroe of the Supreme Court of British Columbia, is to hold further meetings early in July.

In the pulp and paper industry, five major agreements covering nearly 7,800 employees were negotiated during the month to replace contracts that had expired April 30. The majority of the employees affected by these negotiations are represented by the **Paper Makers** and the **Pulp and Paper Mill Workers**.

Four of the new agreements, signed by **Abitibi Power and Paper**, **Great Lakes Paper**, **Ontario-Minnesota Pulp and Paper** and **Ontario Paper**, are for a term of one year. They provide for a wage increase of 5 cents an hour and raise the evening shift premium from 6 cents to 7 cents and the night shift premium from 9 cents to 10 cents.

Spruce Falls and Kimberley-Clark signed a two-year agreement which increases wages by 5 cents an hour each year and provides for an additional wage increase of 5 cents an hour (10 cents for maintenance classifications) effective with the introduction of continuous seven-day operations. In this agreement, shift premiums are increased from 6 and 9 cents to 7 and 10 cents the first year and to 9 and 12 cents the second year.

All five settlements provide for higher company contributions to welfare plans.

During May, the **Packinghouse Workers** signed two agreements covering the **Burns and Company** plant in Kitchener, Ont., and the company's plants in Manitoba, Saskatchewan, Alberta and British Columbia. The new agreements, which affect approximately 2,400 employees, contain terms of settlement similar to those in the **Canada Packers** and **Swift Canadian** agreements negotiated in April (L.G., May, p. 519). The three meat packing companies agreed to increase wages by 11½ cents an hour over a two-year period, to allow two days bereavement leave (formerly one day) and to grant four weeks vacation after 20 years of service (formerly after 25 years).

Toward the end of May, approximately 7,500 Ontario truck drivers, loading dock workers and mechanics represented by the **Teamsters** union went on strike after rejecting the recommendations of a conciliation board in a referendum vote. Sixty-six firms whose bargaining agency was the **Ontario Motor Transport Industrial Relations Bureau** were involved in the dispute.

In the long distance trucking industry operating out of Montreal, the strike of nearly 1,500 workers that had begun in mid-April continued throughout May, with no agreement being reached between the **Teamsters** and the companies. It was reported that the union changed its original proposal for a 30-cent-an-hour wage increase over three years to 40 cents an hour extended over a five-year period.

Collective Bargaining Scene

Agreements covering 500 or more employees,
excluding those in the construction industry

Part I—Agreements Expiring During June, July and August

(except those under negotiation in May)

Company and Location	Union
Abitibi Power & Paper, Northern Ontario	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
American Motors, Brampton, Ont.	Auto. Wkrs. (AFL-CIO/CLC)
Anglo-Nfld. Development, Grand Falls, Nfld.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) and others
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) and others
B.C. Electric Railway	Street Railway Empl. (AFL-CIO/CLC)
Can. & Dom. Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Consolidated Paper, Grand'Mere, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dom. Steel & Coal, Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dosco, Cdn. Bridge, Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
DuPont of Can., Maitland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Fraser Cos., Atholville, Edmundston & New-castle, N.B.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Interior Forest Labour Relations Assn., Southern B.C.	Woodworkers (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Kimberley-Clark & Spruce Falls Paper, Kapus-kasing & Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
New Brunswick Telephone	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
North. Interior Lumbermen's Assn., B.C.	Woodworkers (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Okanagan Shippers' Assn., Okanagan Valley, B.C.	CLC-chartered local
Que. North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
St. Lawrence Corp., Nipigon, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Sask. Wheat Pool (Elevator Div.), Ont., Man., Sask. & B.C.	Sask. Wheat Pool Empl. (CLC) (office & salaried empl.)
Sask. Wheat Pool (Country Elevator Div.), Sask.	Sask. Wheat Pool Empl. (CLC) (operating empl.)

Part II—Negotiations in Progress During May

Bargaining

Company and Location	Union
Asbestos Corp. & others, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Assn. des Marchands Détaillants (Produits Alimentaires), Quebec, Que.	Commerce Empl. Federation (CNTU)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Shipping Federation, various ports	Longshoremen & Warehousemen (CLC)
Bldg. maint. & window cleaning contractors, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Breweries (various), Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
Can. Iron Foundries, Three Rivers, Que.	Moulders (AFL-CIO/CLC)
Can. Steamship Lines, Ont. & Que.	Seafarers (AFL-CIO)
Cdn. Acme Screw & Gear, Monroe Acme & Galt Machine, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CNTU)
Cdn. Marconi, Montreal, Que.	Empl. Council (Ind.)
Cdn. Sugar Factories, Picture Butte, Raymond & Taber, Alta.	CLC-chartered local
Cascapedia Mfg. & Trading, Gaspé Peninsula, Que.	Woodcutters, Farmers' Union (Ind.)
Cloak Mfrs. Assn., Toronto, Ont.	Ladies Garment Wkrs. (AFL-CIO/CLC)

Company and Location	Union
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Consolidated Paper, Port Alfred, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consumers' Gas, Toronto, Peterborough, Brockville & other centres, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Courtaulds Canada, Cornwall, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
Dairies (various), Vancouver & New Westminster, B.C.	Teamsters (Ind.)
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
DeHavilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Dominion Glass, Montreal, Que.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Glass, Redcliff, Alta.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Gaspesia woods contractors, Chandler, Que.	Woodcutters, Farmers' Union (Ind.)
Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que.	Clothing Wkrs. Federation (CNTU)
B.F. Goodrich, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hotel Chateau Frontenac (C.P.R.), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
Hotel Chateau Laurier (C.N.R.), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress (C.P.R.), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotels & taverns (various), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
International Harvester, Chatham, Ont.	Auto Wkrs. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Kelly, Douglas, company-wide, B.C.	Empl. Assn. (Ind.)
Kimberley-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Ladies Cloak & Suit Mfrs. Council, Montreal, Que.	Ladies Garment Wkrs. (AFL-CIO/CLC)
Lake Asbestos of Que., Black Lake, Que.	Mining Empl. Federation (CNTU)
MacMillan, Bloedel & Powell River & others, B.C. coast	Paper Makers (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Men's Clothing Mfrs. Assn., Toronto, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Motor Trans. Ind. Relations Bureau (north. general freight), Ont.	Teamsters (Ind.)
John Murdock, St. Raymond, Que.	Woodcutters, Farmers' Union (Ind.)
National Harbours Board, Montreal, Que.	Railway Clerks (AFL-CIO/CLC)
Ottawa City, Ont.	Public Empl. (CLC)
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.	Woodcutters, Farmers' Union (Ind.)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Pulp & paper mills (various), B.C.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Que. Iron & Titanium, Sorel, Que.	Metal Trades Federation (CNTU)
Sask. Power Corp.	Oil Workers (AFL-CIO/CLC)
St. Raymond Paper, Desbiens & St. Raymond, Que.	Woodcutters, Farmers' Union (Ind.)
T.C.A. Canada-wide	Machinists (AFL-CIO/CLC)
University of Sask., Saskatoon, Sask.	CLC-chartered local

Conciliation Officer

Acme, Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
Aluminum Co., Kingston, Ont.	Steelworkers (AFL-CIO/CLC)
B.C. Telephone & subsidiaries	B.C. Telephone Wkrs. (Ind.)
Bakeries (various), Greater Vancouver, B.C.	Bakery Wkrs. (CLC)
Brewers' Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
Cdn. Celanese, Sorel, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Can. Wire & Cable, Leaseid, Ont.	U.E. (Ind.)
Coal Operators' Assn., Alta. & B.C.	Mine Wkrs. (Ind.)
Dom. Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
DuPont of Can., Kingston, Ont.	Mine Wkrs. (Ind.)
E. B. Eddy, Hull, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) and others
Electric Auto-Lite, Sarnia, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Food Stores (various), Vancouver, Victoria & New Westminster, B.C.	Retail Clerks (AFL-CIO/CLC)
Fry-Cadbury, Montreal, Que.	Bakery Wkrs. (CLC)
Garment Mfrs. Assn., Winnipeg, Man.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Howard Smith Paper, Cornwall, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)

Company and Location	Union
John Inglis, Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
International Nickel, Port Colborne, Ont.	Steelworkers (AFL-CIO/CLC)
Power Super Markets, Hamilton, Oshawa & Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C.	Butcher Workmen (AFL-CIO/CLC)
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local
Toronto Metro. Municipality, Ont.	Public Empl. (CLC) (inside empl.)
Conciliation Board	
C.N.R., C.P.R. & other railways, system-wide	15 unions (non-operating empl.)
C.P.R., system-wide	Trainmen (AFL-CIO/CLC)
Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Fisheries Assn. & Cold Storage Cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Rio Algom Mines (Milliken Mine), Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Rio Algom Mines (Nordic Mines), Algoma Mills, Ont.	Steelworkers (AFL-CIO/CLC)
Steep Rock Mines, Steep Rock Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Union Carbide (Metals & Carbon Div.), Welland, Ont.	U.E. (Ind.)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)
Industrial Inquiry Commissioner	
Forest Industrial Relations, B.C. coast	Woodworkers (AFL-CIO/CLC)
Post-Conciliation Bargaining	
Building material suppliers, Vancouver & Fraser Valley, B.C.	Teamsters (Ind.)
Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)
Noranda Mines, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Arbitration	
Assn. Patronale des Services Hospitaliers (5 hospitals), Drummondville & other points, Que.	Service Empl. Federation (CNTU)
Associated Clothing Mfrs., Montreal, Que.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Hospitals (11), Montreal & district, Que.	Service Empl. Federation (CNTU)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Quebec City, Que.	Municipal & School Empl. (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. (Ind.) (outside empl.)
Work Stoppage	
Kingsway Transport, Smith Transport & others, Ont. & Que.	Teamsters (Ind.)
Motor Trans. Ind. Relations Bureau, Ont.	Teamsters (Ind.) (drivers)
Motor Trans. Ind. Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)

Part III—Settlements Reached During May 1962

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

ABITIBI POWER & PAPER & SUBSIDS., QUE., ONT. & MAN.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 1-yr agreement covering 3,600 empl.—wage increase of 5¢ an hr. eff. May 1, 1962; evening and night shift premiums increased to 7¢ and 10¢ (formerly 6¢ and 9¢) respectively; company contribution to hospital, medical-surgical plans increased by 50¢ for married empl.; labourer's rate will be \$2.03 an hr.

ALTA. GOV'T. TELEPHONES—I.B.E.W. (AFL-CIO/CLC) (TRAFFIC EMPL.): 1-yr. agreement covering 1,150 empl.—salary increases of 2% eff. May 1, 1962 plus 2% eff. Nov. 1, 1962; hours of work for empl. in Calgary, Edmonton and Lethbridge reduced to 37½ hrs. a wk. (formerly 40 hrs.) while empl. in small centres remain on a 40-hr. wk.; operator's salary in small centres will be \$175 a mo.

ALGOMA ORE PROPERTIES, WAWA, ONT.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 600 empl.—wage increases of 4½¢ an hr. retroactive to Aug. 1, 1961 plus 5¢ an hr. eff. Aug. 1, 1963; increment increase of ½¢ eff. Jan. 1, 1963; retirement age to be lowered from 68 to 65 yrs. by 1964; lowest rate after Aug. 1, 1963 will be \$2.05 an hr.

AUTO DEALERS, GARAGES (VARIOUS), VANCOUVER, B.C.—MACHINISTS (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—wage increases of 5¢ an hr. eff. April 1, 1962 and April 1, 1963; 3 wks. vacation after 8 yrs. of service (formerly after 10 yrs.) eff. April 1, 1963; journeyman mechanic's rate after April 1, 1963 will be \$2.55 an hr.

BURNS & Co. (EASTERN), KITCHENER, ONT.—PACKINGHOUSE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—wage increases of 6¢ an hr. eff. April 1, 1962 plus 5½¢ an hr. eff. April 1, 1963; bereavement leave of 2 days (formerly 1 day), extended to cover mother-in-law and father-in-law; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.) in 1963; company will provide work clothing eff. July 1, 1962; labourer's rate after April 1, 1963 will be \$1.98½ an hr.

BURNS & Co. (6 PLANTS), WESTERN CANADA—PACKINGHOUSE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,900 empl.—wage increases of 6¢ an hr. eff. April 1, 1962 plus 5½¢ an hr. eff. April 1, 1963; vacations with pay according to provincial legislation for empl. with up to 12 yrs. of service (formerly 15 yrs.); 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.); eff. April 1, 1963, 4 wks. vacation after 20 yrs. of service (previously after 25 yrs.); 2 days bereavement leave (formerly 1 day); new severance pay provision for plant or department shutdown; male labourer's rate will be \$1.98½ an hr. and female labourer's rate will be \$1.88 an hr. after April 1, 1963.

CDN. CELANESE, DRUMMONDVILLE, QUE.—TEXTILE WKRS. UNION (AFL-CIO/CLC): 2-yr. agreement covering 1,900 empl.—settlement pay of \$50; wage increases of 6¢ an hr. eff. May 1, 1962 plus 5¢ an hr. eff. May 1, 1963; weekly hours of work reduced by up to 5 hrs., depending on classification; increases in vacation pay; modified Rand formula adopted for the first yr. of the agreement (previously voluntary irrevocable check-off) to be followed by the Rand formula in the second yr.; signatories will arrange a new group insurance plan.

CDN. MARCONI, MONTREAL, QUE.—SALARIED EMPL. ASSN. (IND.): 2-yr. agreement covering 800 empl.—salary increases of 2% retroactive to Jan. 1, 1962 plus 2% effective Jan. 1, 1963; 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.).

C.N.R., SYSTEM-WIDE—TRAINMEN (AFL-CIO/CLC): 31 mo. agreement covering 10,000 empl.—total wage increase of 8% consisting of 1% retroactive to June 1, 1961, 1% retroactive to Dec. 1, 1961, 1½% eff. June 1, 1962, 2½% eff. Dec. 1, 1962 and 2% eff. June 1, 1963; 4 wks. vacation after 25 yrs. of service (formerly after 35 yrs.); changes in work rules.

COLLINGWOOD SHIPYARDS, COLLINGWOOD, ONT.—CLC-CHARTERED LOCAL: 2-yr. agreement covering 900 empl.—wage increases of 10¢ an hr. eff. April 1, 1962, 4¢ an hr. eff. April 1, 1963 plus 3¢ an hr. eff. Oct. 1, 1963; company contributions to health and welfare plan will be \$4.75 for single empl. (formerly \$4) and \$5.75 for married empl. (formerly \$5); night shift premium increased to 15¢ (formerly 13½¢); eligibility for paid holidays will be 60 days seniority (formerly 90 days); labourer's rate after Oct. 1, 1963 will be \$1.66 an hr.

GREAT LAKES PAPER, FORT WILLIAM, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 1-yr. agreement covering 1,200 empl.—wage increase of 5¢ an hr. eff. May 1, 1962; evening and night shift premiums increased to 7¢ and 10¢ (formerly 6¢ and 9¢) respectively; company contribution to medical, hospital, surgical and weekly indemnity plans will be \$5.80 for married empl. (formerly \$5.30) with contributions for single empl. remaining at \$3.40; labourer's rate will be \$2.03 an hr.

IMPERIAL TOBACCO & SUBSIDIARIES, ONT. & QUE.—TOBACCO WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 3,500 empl.—wage increases of 10¢ an hr. retroactive to Feb. 20, 1962 plus 5¢ an hr. eff. May 9, 1963; weekly hrs. of work reduced from 40 to 37½ for shift wkrs. in Montreal eff. May 9, 1962 and to 37½ for all empl. eff. May 9, 1963; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.); improvements in pension, medical and hospitalization plan benefits.

INTERNATIONAL HARVESTER, HAMILTON, ONT.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 2,000 empl.—wage increases of 4¢ an hr. eff. April 22, 1962, 5¢ an hr. eff. April 22, 1963 plus 4¢ an hr. eff. April 22, 1964; female empl. will receive an additional 2¢ an hr. eff. April 22, 1964; increment increase of ½¢ eff. April 22, 1964; 2 wks. vacation after 3 yrs. of service (formerly after 5 yrs.) in 1963; qualification for full vacation pay reduced from 150 to 130 days; 2 days bereavement leave; S.U.B. increased to \$24 a wk. (formerly \$20); max. weekly sick benefit increased to \$50 (formerly \$42); company will institute group life insurance of \$2,000 if 75% of empl. subscribe; labourer's rate after April 22, 1964 will be \$1.95 an hr.

MANITOBA TELEPHONE—I.B.E.W. (AFL-CIO/CLC) (LINEMEN): 1-yr. agreement covering 1,000 empl.—wage increase of 2½%; increase in northern allowances; holidays except Remembrance Day falling on Saturday or Sunday will be observed on Monday (formerly only if they occurred on Sunday); linemen's rate will be \$2.47 an hr.

MANITOBA TELEPHONE—I.B.E.W. (AFL-CIO/CLC) (TELEPHONE OPERATORS): 1-yr. agreement covering 980 empl.—wage increase of 2½%; paid holidays except Remembrance Day falling on Saturday or Sunday will be observed on Monday (formerly only if they occurred on Sunday).

MCCORMICK'S LTD., LONDON, ONT.—MILLERS (AFL-CIO/CLC): 27-mo. agreement covering 1,000 empl.—weekly hrs. of work reduced from 42½ to 40 with maintenance of pay; bereavement leave provision to include mother-in-law and father-in-law; base rate is \$1.79 an hr.

ONT.-MINNESOTA PAPER, FORT FRANCES & KENORA, ONT.—PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,250 empl.—wage increase of 5¢ an hr.; evening and night shift premiums increased to 7¢ and 10¢ (formerly 6¢ and 9¢) respectively; company will contribute up to \$6.50 (formerly \$6) for medical-surgical and hospital coverage; male labourer's rate will be \$2.03 an hr.

ONTARIO PAPER, THOROLD, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP & MILL WKRS. (AFL-CIO/CLC) & OTHERS: 1-yr. agreement covering 1,200 empl.—wage increase of 5¢ an hr.; evening and night shift premiums increased to 7¢ and 10¢ (formerly 6¢ and 9¢) respectively;

4 wks. vacation after 24 yrs. of service (previously after 25 yrs.); company contribution to group medical-surgical plan increased by 50¢ for married empl.; labourer's rate will be \$2.03 an hr.

PACIFIC PRESS, VANCOUVER, B.C.—NEWSPAPER GUILD (AFL-CIO/CLC): 27-mo. agreement covering 600 empl.—salary increases ranging from \$1.69 a wk. to \$2.78 a wk. eff. Apr. 1, 1962 and July 1, 1963; salary increases to raise lower rates to \$50 a wk. eff. July 1, 1963, plus special adjustments; weekly hrs. for night shift reduced to 36½ (previously 37½ hrs.) eff. April 1, 1964; clerk's salary will be \$50 a wk.

PHILLIPS ELECTRONICS, LEASIDE, ONT.—I.B.E.W. (AFL-CIO/CLC): wage increases of 4¢ an hr. eff. April 1, 1962 plus 3¢ an hr. eff. April 1, 1963; eff. 1963, empl. with 11-14 yrs. of service will receive vacation of 2 wks. plus 1-4 days (formerly 2 wks.); empl. with 15 yrs. of service will continue to receive 3 wks. vacation; factory hand's starting rate after April 1, 1963 will be \$1.56 an hr.

QUEBEC HYDRO, MONTREAL, QUE.—PUBLIC SERVICE EMPL. (CLC) (OUTSIDE EMPL.): 2-yr. agreement covering 900 empl.—settlement pay of \$110 for empl. hired before July 1, 1961; for empl. hired after this date, settlement pay prorated from hiring date to Dec. 31, 1961; wage increases of 15¢ to 17¢ an hr. eff. Jan. 11, 1962, 9¢ to 13¢ an hr. eff. May 31, 1962 plus 6¢ an hr. eff. Jan. 10, 1963; evening and night shift premiums of 6¢ and 9¢ respectively; weekly hrs. of work reduced from 42 to 40 eff. May 31, 1962; 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.) and 4 wks. vacation after 25 yrs. of service (formerly after 30 yrs.); Rand formula introduced; labourer's rates will be from \$1.79 to \$1.94 an hr. after Jan. 10, 1963.

READY-MIX CONCRETE (4 COS.), TORONTO, ONT.—TEAMSTERS (IND.): 2-yr. agreement covering 700 empl.—wage increases of 7¢ an hr. eff. April 1, 1962 plus 8¢ an hr. eff. April 1, 1963; double time for work on Saturday and Sunday (formerly time-and-a-half for Saturday and double time for Sunday); driver's rate after April 1, 1963 will be \$2.35 an hr.

REGINA GENERAL HOSPITAL, REGINA, SASK.—PUBLIC EMP. (CLC) (NON-PROFESSIONAL WKRS.): 2-yr. agreement covering 750 empl.—salary increases of 2½% retroactive to Jan. 1, 1962 plus 2% eff. Jan. 1, 1963; hospital maid's salary will be from \$165 to \$206.50 a mo. after Jan. 1, 1963.

SASK. GOVERNMENT—SASK. CIVIL SERVICE (IND.) (LABOUR SERVICES): 1-yr. agreement covering 1,500 empl.—wage increase of 2½%; labourer's rate will be \$1.56 an hr.

SCOTT CLOTHING, LONGUEUIL, QUE.—EMPL. ASSN. (IND.): 1-yr. agreement covering 600 empl.—no wage change; empl. with 20 yrs. of service will receive Christmas bonus of 1% of their gross pay earned between June 2, 1962 and Nov. 30, 1962; eligibility for Epiphany holiday pay reduced from 4 yrs. to 2 yrs. of service.

SHIRT MANUFACTURERS (VARIOUS), ARTHABASKA, MONTREAL, SHAWINIGAN & ST. HYACINTHE, QUE.—CLOTHING WKRS. FED. (CNTU): 3-yr. agreement covering 1,500 empl.—wage increases of 2¢ an hr. retroactive to June 1, 1961, 2¢ an hr. eff. June 1962, 2¢ an hr. eff. Jan. 1963 plus 2¢ an hr. eff. Jan. 1964; 6 paid holidays (formerly 5); vacation pay of 6% after 15 yrs. of service; employers' contribution to pension fund will be 2½% of gross earnings (formerly 2%) eff. Jan. 1, 1963; closed shop adopted at all plants.

SPRUCE FALLS & KIMBERLEY-CLARK, KAPUSKASING, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 2-yr. agreement covering 1,500 empl.—wage increases of 5¢ an hr. eff. May 1, 1962 plus 5¢ an hr. eff. May 1, 1963; additional wage increase of 5¢ an hr. and special adjustment of 10¢ an hr. for maintenance classifications eff. with introduction of continuous 7-day operations; evening and night shift premiums will be 7¢ and 10¢ (formerly 6¢ and 9¢) eff. May 1, 1962 and will be increased to 9¢ and 12¢ eff. May 1, 1963; 9 paid holidays (formerly 8); 4 wks. vacation pay after 20 yrs. of service (formerly after 25 yrs.) eff. May 1, 1962; improvements in company contributions to welfare and sick leave plans; labourer's rate will be 2.08 an hr.

TORONTO CITY, ONT.—PUBLIC EMPL. (CLC) (INSIDE EMPL.): 2-yr. agreement covering 2,500 empl.—salary increases of 3½% eff. April 1, 1962 plus 3% eff. April 1, 1963; shift bonuses increased to 10¢ and 12¢ (previously 8¢ and 10¢); improvements in pension and hospital plans.

TORONTO METRO MUNICIPALITY, ONT.—PUBLIC EMPL. (CLC) (OUTSIDE EMPL.): 2-yr. agreement covering 900 empl.—wage increases of 8¢ an hr. eff. April 1, 1962 and April 1, 1963; afternoon and evening shift premiums will be 11¢ (formerly 8¢ and 10¢ respectively).

VANCOUVER CITY, B.C.—CIVIC EMPL. (IND.) (OUTSIDE EMPL.): 1-yr. agreement covering 1,300 empl.—wage increases of 3½¢ an hr. for labourers and of 4¢ an hr. for tradesmen; 3 wks. vacation after 6 yrs. of service (formerly after 8 yrs.); welfare plan grants full pay for first 3 days of illness and 80% thereafter (previously 70% of pay with a maximum of \$12 a day); labourer's rate will be \$2.04 an hr.

VANCOUVER CITY, B.C.—CIVIC EMPL. (CLC) (INSIDE EMPL.): 1-yr. agreement covering 1,100 empl.—wage increase of 2% with a minimum of \$6 per mo.; clerk typist's salary will be \$206 a mo.

WHITE SPOT RESTAURANTS, VANCOUVER & VICTORIA, B.C.—EMPL. UNION (IND.): 1-yr. agreement covering 625 empl.—merit maximum rates for certain occupations increased by 5¢ to 10¢ an hr.

Latest Labour Statistics

(Latest available statistics at June 15, 1962)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a)..... (000)	May	6,590	+ 1.5	+ 0.7
Employed..... (000)	May	6,254	+ 4.1	+ 2.8
Agriculture..... (000)	May	681	+ 8.6	- 6.2
Non-agriculture..... (000)	May	5,573	+ 3.6	+ 4.0
Paid workers..... (000)	May	5,086	+ 4.2	+ 3.7
At work 35 hours or more..... (000)	May	5,450	+71.0	+ 3.2
At work less than 35 hours..... (000)	May	670	-74.7	+ 0.9
Employed but not at work..... (000)	May	134	-21.2	- 2.9
Unemployed..... (000)	May	336	-30.7	-26.5
Atlantic..... (000)	May	67	-27.2	- 9.5
Quebec..... (000)	May	114	-33.3	-30.9
Ontario..... (000)	May	81	-28.3	-35.2
Prairie..... (000)	May	36	-46.3	-20.0
Pacific..... (000)	May	38	- 9.5	-20.8
Without work and seeking work..... (000)	May	324	-29.1	-26.2
On temporary layoff up to 30 days..... (000)	May	12	-57.2	-33.3
Industrial employment (1949=100).....	March	115.1	+ 0.3	+ 3.6
Manufacturing employment (1949=100).....	March	109.6	+ 0.6	+ 4.5
Immigration.....	1st Qtr. 1962	11,762	—	- 0.7
Destined to the labour force.....	1st Qtr. 1962	5,710	—	+ 6.3
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	May	45	+12.5	-10.0
No. of workers involved.....	May	17,333	+40.6	+33.3
Duration in man-days.....	May	139,700	- 2.2	+24.8
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)...	March	\$80.33	+ 0.1	+ 3.5
Average hourly earnings (mfg.).....	March	\$ 1.87	+ 0.5	+ 2.2
Average hours worked per week (mfg.).....	March	41.0	+ 0.5	+ 1.7
Average weekly wages (mfg.).....	March	\$76.67	+ 0.9	+ 4.1
Consumer price index (1949=100).....	May	130.1	- 0.2	+ 0.9
Index numbers of weekly wages in 1949 dollars (1949=100).....	March	139.7	- 0.5	+ 2.2
Total labour income..... \$000,000	March	1,589	+ 0.8	+ 7.2
<i>Industrial Production</i>				
Total (average 1949=100).....	April	180.9	- 1.1	+ 9.0
Manufacturing.....	April	160.7	0.0	+ 8.9
Durables.....	April	161.2	+ 0.5	+14.0
Non-durables.....	April	160.3	- 0.4	+ 4.8

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics.

These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the employment characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month). The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

INTERNATIONAL LABOUR ORGANIZATION

46th Conference: Agenda and Delegation

Schedule first discussion on ban on inadequately guarded machinery, second discussion on vocational training, final discussion on hours of work. Canadian delegation headed by Deputy Minister of Labour. Joe Morris is Worker Delegate

First discussion was to be held and draft instruments submitted regarding an international ban on inadequately guarded machinery, at the 46th International Labour Conference, in Geneva June 6 to 28.

The Canadian delegation consisted of 26 members.

In industrialized countries, it is said that an average of one accident out of every five or six that occur in factories is caused by machinery, prime movers and transmissions. Many countries have legislation to prevent the use of inadequately guarded machines but there is as yet very little legislation aimed at preventing the sale and hire of inadequately guarded machines.

The enactment of such legislation is the basic purpose underlying the proposed instruments (Convention and supplementary Recommendations) prepared by the International Labour Office for the consideration of the Conference.

First discussion was also to be held on "termination of employment", second discussion on "vocational training" and "equality of treatment of nationals and non-nationals in social security", and third discussion on "hours of work."

For his Report to the Conference this year, ILO Director-General David A. Morse took for a subject the problems encountered by older people, while still at work and after retirement (see page 636).

Canadian Delegation

Deputy Minister of Labour George V. Haythorne is the head of the Canadian delegation. The other Government delegate is John Mainwaring, Labour Attache, Canadian Embassy, Belgium.

Joseph Morris, Executive Vice-President of the Canadian Labour Congress, is the Worker Delegate; T. H. Robinson, Manager, Industrial Relations, Canadian International Paper Company, is the Employer Delegate.

Others making up the delegation are:

Advisers to Government Delegates: R. M. Adams, Chief, Labour Management Division, Economics and Research Branch, Department of Labour; W. E. Bauer, First Secretary, Canadian Permanent Mission to the European Office of the United Nations; J. A. Blais, National Director, Family Allowances and Old Age Security Division, Department of National Health and Welfare; D. C. Dickson, Technical and Vocational Training Branch, Department of Labour; Miss L. Gauthier, Third Secretary, Canadian Permanent Mission to the European Office of the United Nations; G. G. Greene, Director, Government Employees Compensation Branch, Department of Labour; Miss Edith Lorentsen, Director, Legislation Branch, Department of Labour; S. C. H. Nutting, United Nations Division, Department of External Affairs; and Guy de Merlis, Editor, French Edition, LABOUR GAZETTE, Department of Labour, who is also Secretary to the delegation.

Substitute Worker Delegate and Adviser: Kalmen Kaplansky, Director, International Affairs Department, Canadian Labour Congress, and Deputy Worker Member on the ILO Governing Body.

Advisers to Worker Delegate: S. A. Little, President, National Union of Public Service Employees; W. G. McGregor, Canadian Legislative Representative and Chief Agent of the Brotherhood of Railroad Trainmen; Marcel Pepin, General Secretary, Confederation of National Trade Unions; Michael Rygus, General Vice-President, International Association of Machinists; and W. J. Smith, National President, Canadian Brotherhood of Railway, Transport and General Workers.

Advisers to Employer Delegate: R. B. Carpenter, Works Manager, Explosives and Ammunition Division, Canadian Industries Limited; Jean Pierre Després, Director of Industrial Relations, Iron Ore Company of

Canada; W. D. H. Frechette, Manager, Commercial Intelligence Department, Canadian Manufacturers' Association; P. W. Hankinson, General Manager, Toronto, Hamilton and Buffalo Railway Company; J. E. Laflamme, President, Hull Construction and Paving Company, Limited; W. J. McNally, Manager, Policy Department, Canadian Chamber of Commerce.

Assistant Secretary to the delegation is Mrs. G. G. Greene, Deputy Minister's Office, Department of Labour.

Agenda

The agenda for the Conference is as follows:

1. Report of the Director-General.
2. Financial and budgetary questions.
3. Information and reports on the application of Conventions and Recommendations.

4. Vocational training (second discussion).

5. Equality of treatment of nationals and non-nationals in social security (second discussion).

6. Prohibition of the sale, hire and use of inadequately guarded machinery (first discussion).

7. Termination of employment (dismissal and layoff) (first discussion).

8. Changes in the provisions of the Constitution of the International Labour Organization relating to the number of members in the Governing body.

9. Hours of work (third discussion).

10. Revision of the Social Policy. (Non-Metropolitan Territories), Convention, 1946, by the elimination of the provisions that limit its application to non-metropolitan territories.

Sixth Session, Chemical Industries Committee

Adopts conclusions on two items: teaching of safe practices by audio-visual methods, and methods of determining extra rates for shift work and overtime

The Chemical Industries Committee* of the International Labour Organization ended its Sixth Session on May 18. The session opened on May 7, in Geneva.

The Committee adopted two series of conclusions bearing on the two technical items on the agenda for the session: (1) Safe practices by audio-visual teaching methods in the chemical industries; (2) Principles and methods for determining extra rates for shift work and overtime in the chemical industries.

Max de la Fuente Locker, Representative of the Government of Peru on the Governing Body, presided over the session. He was assisted by Louis Jullien, French Employers' Delegate, and by W. L. Mitchell, United States Workers' Delegate.

Government, Employers' and Workers' delegates from 20 countries, including Canada, took part in the session, which was attended also by observers from the European Economic Community, the League of Arab States and international employers' and workers' organizations.

The Canadian delegation comprised:

Government delegates—Harris S. Johnstone, Assistant Director, Industrial Relations Branch, Department of Labour, head

of delegation; and George G. Blackburn, Director, Information Branch, Department of Labour.

Worker delegates—Gordon McIlwain, Canadian Vice-President and Director of Organization, International Chemical Workers' Union, Toronto; and Carl Reimer, Canadian Director, Oil, Chemical and Atomic Workers' International Union, Edmonton.

Employer delegates—O. A. Hutton, Director of Labour Relations, Dominion Tar and Chemical Co., Ltd., Montreal; and John C. McDonald, Manager, Market Research, Bakelite Division, Union Carbide of Canada Ltd., Belleville, Ont.

Teaching of Safe Practices

In its conclusions on the teaching of safe practices, the Committee posed the principle that safety should be the concern of all ranks in industry and should be one of the primary responsibilities of management.

It pointed out that, at the design and construction stages of plant and equipment, production processes and the layout of workshops should be studied with a view to ensuring accident-free operation and an ergonomically satisfactory working environment. (Ergonomics is the science of fitting the job to the workers.)

*One of the ILO's industrial committees inaugurated in 1945 to deal with the particular problems of some of the most important international industries.

The Committee's conclusions also contained various suggestions for safety education through basic training and through in-plant training programs at all levels—management, supervisory staff, workers—and all stages of industrial activity. The use of audio-visual aids was recommended for the teaching and inculcation of safe practices.

Effective but inexpensive visual aids listed by the Committee by way of example included the blackboard, tear-off sheets of large size paper, illustrated flip-sheets, pin-ups, flannel-graphs, magnetic boards and photographs. Suggested aids requiring projection or other equipment included slides and filmstrips, films and television.

Discussion in the subcommittee set up to examine the safety question brought out the fact that films on safety, in addition to providing straight instruction, could also bring home their message by humour or by horror.

The Committee's conclusions recommend the use of colours to identify—wherever possible, in accordance with a standard scheme—guards, equipment, the contents of pipelines, etc.

The Committee noted that joint works committees had an important part to play in propagating safe practices. Such committees, the Committee said, should include representatives of management and of workers and should be responsible for general advice on improving safety, investigating accidents and developing safety consciousness.

The conclusions also covered the contributions that could be made to safety training by government departments and labour inspection services, national safety societies and institutions, employers' and workers' organizations in the chemical industries.

Finally, the Committee listed a number of suggestions for action to be undertaken by the International Labour Office. These suggestions will be considered by the ILO Governing Body. One of the suggestions called for the production of a manual on audio-visual aids and on methods of evaluating their effectiveness. Another called for an enlargement of the ILO's library of films relating to safety.

Shift Work and Overtime

In its conclusions relating to extra rates for shift work and overtime, the Committee

set forth certain principles and methods for the guidance of governments and of employers' and workers' organizations.

The Committee noted in the first place that shift work often caused inconveniences and expense to the worker and disturbed the normal conditions of his physical, family and social life. It recognized that where such inconvenience existed, there should be adequate compensation.

How is this compensation to be determined? The Committee agreed that a progressive factor would usually be present. For example, it has generally been found that the degree of inconvenience is greatest in the case of continuous shift work involving both night and week-end work; it exists to a lesser extent in the case of non-continuous shift work involving night work but normally no week-end work. Under the two-shift system, the afternoon shift generally entails more inconvenience than the morning shift. The Committee held that shift payments should in all cases be a fair and equitable recompense.

It was, the Committee observed, generally recognized that overtime premium rates should be paid (either on a differential or on a uniform basis) for time worked in excess of normal hours. The Committee held that where a differential basis was used, rates should increase after a certain number of hours had been worked or if the overtime involved night work. The Committee noted, too, that it was customary for enhanced rates to be paid for overtime work on Sunday or the equivalent rest day.

Workers recalled to work after leaving the workplace should, according to the Committee, be guaranteed wages for a minimum number of hours or, alternatively, a special payment in respect of each recall, the compensation being relative to the inconvenience caused. The Committee added that overtime rates should apply for the hours actually worked in the case of a recall.

Resolutions

One of the resolutions adopted by the Committee called on the Governing Body to request the International Labour Office to undertake a study on wage and policy structure in the chemical industries. The resolution specified that the proposed study should be presented as part of the General Report to the Committee's Seventh Session.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during April.

The Board issued seven certificates designating bargaining agents, ordered two representation votes, rejected one application for certification, and gave a decision on a request for review under Section 61(2) of the Act.

During the month the Board received three applications for certification, one application for revocation of certification, and allowed the withdrawal of one application for certification.

Applications for Certification Granted

1. Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers and labourers employed by Piette Transport Inc., Joliette, Que. (L.G., April, p. 442).

2. Teamsters, Chauffeurs, Warehousemen and Helpers Local 91; Transport Drivers, Warehousemen and Helpers Union Local 106; and General Truck Driver's Local 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and mechanics employed by the Toronto Ottawa Valley Express Limited, Pembroke, Ont., working in and out of Pembroke and Toronto, Ont., and Montreal, Que. (L.G., April, p. 442).

3. Teamsters, Chauffeurs, Warehousemen and Helpers Union Local No. 880; General Drivers, Warehousemen & Helpers Local No. 979; Dairywomen, Warehousemen, Cartagemen, Truckers and Helpers Local No. 987; General Teamsters Union Local No. 181; Line Drivers, Warehousemen, Pickup Men & Dockmen's Union, Local No. 605, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of

employees of Canadian Freightways Limited, Calgary, Alta., working in and out of its terminals in Canada (L.G., April, p. 442).

4. Dairywomen, Warehousemen, Cartagemen, Truckers and Helpers Local No. 987; General Teamsters Union Local No. 181; and Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, warehousemen, and garagemen employed by Millar & Brown Ltd., Cranbrook, B.C. (L.G., April, p. 442).

5. The Commercial Telegraphers' Union, Canadian National System Division No. 43, on behalf of a unit of diesel mechanics employed by the Canadian National Railways, Montreal, Que., in its Telecommunications Department at various locations in Canada (L.G., April, p. 442).

6. International Longshoremen's and Warehousemen's Union, Local 502, on behalf of a unit of dock and warehouse employees of Overseas Transport Co. Ltd., employed on the company's premises on the Fraser River in New Westminster, B.C. (L.G., April, p. 442).

7. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of ticket sales agents employed by Northwest Airlines, Inc., at Winnipeg, Man., and Edmonton, Alta. (L.G., May, p. 530).

Representation Votes Ordered

1. Dairywomen, Warehousemen, Cartagemen, Truckers and Helpers, Local No. 987 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Tiger Transfer Ltd., Calgary, Alta., respondent, and Ronald Patterson, *et al*, interveners (L.G., April, p. 442). The Board directed that only the name of the applicant be on the ballot in

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

the vote, which affected a unit of drivers, shopmen, and swambers (Returning Officer: D. S. Tysoe).

2. Cape Breton Projectionists' Union Local No. 848 of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, applicant, and Atlantic Television Co. Ltd. (CFXU-TV), Antigonish, N.S., respondent (L.G., May, p. 529) (Returning Officer: D. T. Cochrane).

Application for Certification Rejected

Transport Drivers, Warehousemen and Helpers' Union Local 106; General Truck Driver's Local 938; and Teamsters, Chauffeurs, Warehousemen and Helpers Local 91, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Taggart Service Limited, Ottawa, Ont., respondent, and Taggart Service Limited Employees

Association, intervener (L.G., May, p. 529). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote taken by the Board.

Request for Review under Section 61(2) of Act

National Association of Broadcast Employees and Technicians, applicant, and Baton Broadcasting Limited (formerly Baton Aldred Rogers Broadcasting Limited) (CFTO-TV), respondent (L.G., April, p. 442). The Board granted the request for review with respect to the change in the name of the respondent but denied the request that the Board's order of April 10, 1961 be varied to include the classification of rear-screen projectionist.

Applications for Certification Received

1. Truckers, Cartagemen, and Building Material Employees Local Union No. 362;

General Drivers, Warehousemen and Helpers Local No. 979; General Truck Drivers Union Local No. 938; Line Drivers, Warehousemen, Pickup Men and Dockmen's Union Local 605, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees, including owner-drivers, employed by Pacific Inland Express Ltd., Calgary, Alta. (Investigating Officer: D. S. Tysoe).

2. General Truck Drivers' Union, Local 879 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Hill the Mover (Canada) Limited, North Stoney Creek, Ont. (Investigating Officer: A. B. Whitfield).

3. International Longshoremen's and Warehousemen's Union, Local 501, on behalf of a unit of dock and shed employees employed by the Coastwise Pier Limited, Vancouver, B.C. (Investigating Officer: G. H. Purvis).

Application for Revocation Received

Lorne Shepherd, *et al*, applicant, Frontenac Broadcasting Company Limited, Kingston, Ont., respondent, and the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, respondent. The application was for the revocation of the certification issued by the Board on April 6, 1961 to the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, in respect of a unit of employees employed by the company at CKWS-TV in Kingston, Ont. (L.G., June 1961, p. 566).

Application for Certification Withdrawn

International Longshoremen's and Warehousemen's Union, Local 501, applicant, and Coastwise Pier Limited, Vancouver, B.C., respondent (L.G., May, p. 530) (for new application submitted since this withdrawal, see "Applications for Certification Received", above).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During April, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Leamington Transport (Western) Limited, Leamington, Ont., and Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

2. Baton Aldred Rogers Broadcasting Limited (CFTO-TV) Agincourt, Ont., and Motion Picture Studio Production Technicians, Local 873, International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

3. Civil Service Association of Canada (Quebec Harbour Police), and National Harbours Board (Conciliation Officer: C. E. Poirier).

Settlements Reported by Conciliation Officers

1. Giant Yellowknife Mines Limited, Yellowknife, N.W.T., and Yellowknife District Miners Union, Local 802, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe) (L.G., May, p. 533).

2. Canadian National Railways, Mulgrave, N.S., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. T. Cochrane) (L.G., May, p. 533).

3. Canadian Marconi Company (CFCF-TV) Montreal, and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier) (L.G., May, p. 533).

4. Canadian Arsenals Limited, Long Branch, Ont., and Canadian Guards Association (Conciliation Officer: T. B. McRae) (L.G., May, p. 533).

5. Canadian National Steamship Company Limited (Pacific Coast Service) (Steward's Department) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie) (L.G., March, p. 333).

6. Canadian National Steamship Company Limited (Pacific Coast Service) (Pursers and Radio Telegraph Operators) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie) (L.G., March, p. 333).

7. Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Air Line Flight Attendants' Association (Conciliation Officer: G. R. Currie) (L.G., Feb., p. 158).

Conciliation Boards Appointed

1. British Columbia Towboat Owners' Association (C. H. Cates & Sons, M. R. Cliff, Decks McBride, Gulf of Georgia Towing, Harbour Services, Kingcome Navigation Co., McKenzie Barge Co., Quatsino Navigation and Straits Towing) Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., April, p. 444).

2. British Columbia Towboat Owners' Association, Vancouver, and Marine Engineers Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (L.G., Jan., p. 53).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in March to deal with a dispute between Rio Algom Mines Limited (Nordic Division and Milliken Division) Elliot Lake, Ont., and United Steelworkers of America (L.G., May, p. 533) was fully constituted in April with the appointment of Judge Hugh C. Arrell of Hamilton, Ont., as Chairman. Judge Arrell was appointed by the Minister on the joint recommendation of the other two members, George S. P. Ferguson, Q.C., and David Archer, both of Toronto, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in March to deal with a dispute between Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company; Ontario Northland Railway; Algoma Central and Hudson Bay Railway;

Midland Railway of Manitoba, and Sydney and Louisburg Railway Company, and the Negotiating Committee representing the Associated Non-Operating Unions (L.G., May, p. 533) was fully constituted in April with the appointment of the Honourable Mr. Justice F. Craig Munroe of Vancouver as Chairman. Mr. Justice Munroe was appointed by the Minister in the absence of a joint recommendation from the other two members, A. G. Cooper, Q.C., Halifax, and David Lewis, Q.C., Toronto, who were previously appointed on the nomination of the companies and unions, respectively.

Conciliation Board Reports Received

1. Canadian National Railways, and Brotherhood of Railroad Trainmen (L.G., Sept. 1961, p. 922). The text of the report is reproduced below.

2. British Columbia Towboat Owners' Association (certain member companies), and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (L.G., May, p. 533). The text of the report is reproduced below.

3. Motor Transport Industrial Relations Bureau (certain member companies in Quebec), and Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Feb., p. 158). The text of the report is reproduced below.

4. Dominion Steel and Coal Corporation, Ltd., Dominion Shipping Division, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., Jan., p. 54). The text of the report is reproduced below.

Report of Board in Dispute between

Canadian National Railways
and

Brotherhood of Railroad Trainmen

General Introduction

Employees Concerned

The conclusion of collective agreements affects the following groups of employees:

1. Yardmasters and assistant yardmasters, Atlantic, St. Lawrence, Great Lakes, Prairie and Mountain Regions, except yardmasters on former government railways south of the St. Lawrence River.

2. Yardmasters, former Canadian Government railways south of St. Lawrence River, yard foremen, helpers and switchtenders, Atlantic, St. Lawrence and Great Lakes Regions combined yard service.

3. Conductors, assistant conductors, train baggagemen, and trainmen, Atlantic, St. Lawrence and Great Lakes Regions.

4. Express messengers on Newfoundland Division, Atlantic Region.

5. Conductors, Prairie and Mountain Regions.

6. Baggagemen, flagmen and trainmen, Prairie and Mountain Regions.

7. Freight handlers LCL service, Prairie and Mountain Regions.

8. Yard foremen, helpers and switchtenders, Prairie and Mountain Regions.

9. Yardmen (foremen), yardman (helper) engineer and firemen, Ogden Point Dock, Victoria, B.C., Mountain Region.

10. Conductors, trainmen, Thousand Islands Railroad Company, St. Lawrence Region.

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Appearances for the Company

Thomas A. Johnstone, Manager, Labour Relations, Montreal, P.Q.

Robert C. Sykes, Assistant Manager, Labour Relations, Montreal, P.Q.

Pierre Taschereau, Assistant General Solicitor.

K. McReynolds, Labour Relations Assistant, Montreal, P.Q.

Maurice A. Cocquyt, Labour Relations Officer, Winnipeg, Man.

Ray St. Pierre, Labour Relations Assistant, Montreal, P.Q.

Appearances at times for the Company

W. T. Wilson, Vice President, Personnel & Labour Relations, Montreal, P.Q.

E. L. Murray, Industrial Relations Research, Montreal, P.Q.

Graham MacDougall, Solicitor, Montreal, P.Q.

R. A. Bandeen, Economist, Montreal, P.Q.

Appearances for the Brotherhood

G. C. Gale, Vice President, Winnipeg, Man.

W. P. Kelly, Vice President, Ottawa, Ont.

F. A. O'Grady, General Chairman, Central Region, Toronto, Ont.

P. LaRochelle, General Chairman, Canadian National Railways, Lines East, Quebec, P.Q.

H. C. Walsh, General Chairman, Western Region, Winnipeg, Man.

D. Paltiel, Economist, Montreal, P.Q.

G. McDevitt, Assistant General Chairman, Central Region, Toronto, Ont.

Appearances at times for the Brotherhood

W. G. McGregor, Vice President

J. Stoltz, Statistician

C. W. Stanley, Manager, Schedule-Statistical Bureau, Cleveland, Ohio

D. Romani, W. L. Appelquist and B. Theck, Assistants, Schedule-Statistical Bureau, Cleveland, Ohio

Introduction to Report

This Board of Conciliation and Investigation appointed under the Industrial Relations and Disputes Investigation Act to deal with the dispute between the Canadian National Railways and the Brotherhood of Railroad Trainmen met with the parties in Ottawa on August 24, September 29 and 30 and October 20, 1961 and in Montreal on October 6, 27 and 28, November 9 and 10, December 1, 2 and 3, 1961 and January 5 and 6, February 8, 9, 10 and 11, 1962.

In addition, the Chairman met with Senator Roebuck at Ottawa on March 23, 1962 and with Mr. Meighen in Montreal on March 24, 1962 to discuss the recommendations to be made in this report.

This Board greatly regrets that in spite of every effort it was unable to fulfil its primary function in arranging a settlement of the issues in dispute and so must make this report.

For convenience this report is divided into separate chapters which deal with various phases.

CHAPTER I—GENERAL BACKGROUND

Five Operating Regions

Formerly there were three operating regions on the Canadian National Railways known as the Atlantic, Central and Western Regions, but the Central and Western Regions have now been divided into two regions each so that there are presently five operating regions as follows: Atlantic, St. Lawrence, Great Lakes, Prairie and Mountain Regions.

Seven Collective Agreements Now Open

This Board is primarily concerned with negotiations for the renewal of seven collective agreements all of which continued in effect until May 31, 1961 and with respect to which Notices of Revision were filed by the Brotherhood on April 1, 1961.

These seven collective agreements are as follows:

1. *Eastern Agreement*—covering the former Atlantic and Central Regions (now the Atlantic, St. Lawrence and Great Lakes Regions) excluding Central Region lines in the U.S.A.) and relating to the classifications of conductors, assistant conductors, baggagemen, flagmen, brakemen, yardmasters and yardmen (yard foremen, helpers and switch tenders) totalling about 6,170 employees.

2. *Western Conductors' Agreement*—covering the former Western Region (now the Prairie and Mountain Regions) and relating to the classification of conductors approximately 455 in number.

3. *Western Trainmen's Agreement*—covering the same area as No. 2 above and relating to the classifications of baggagemen, flagmen and brakemen, some 1260 in number.

4. *Western Yardmen's Agreement*—covering the same area as Nos. 2 and 3 above and relating to the classifications of Yardmen, i.e., yard foremen, helpers and switch tenders amounting to approximately 1155 employees.

During April, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian National Railways and the Brotherhood of Railroad Trainmen.

The Board was under the chairmanship of His Honour Judge John B. Robinson of Haileybury, Ont. He was appointed by the Minister in the absence of a joint recommendation from the other two members, T. R. Meighen, Q.C., of Montreal, and Hon. A. W. Roebuck, Q.C., of Toronto, nominees of the company and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the Report of the Board, was submitted by the Chairman and Mr. Meighen. The minority report was submitted by Senator Roebuck. Mr. Meighen also submitted an addendum.

The majority and minority reports, together with the addendum, are reproduced here.

5. *Western Freight Handlers' Agreement*—covering the same areas as Nos. 2, 3 and 4 above and relating to some 18 LCL freight handlers on passenger trains.

6. *Yardmasters' Agreement*—covering the whole Canadian National Railways system, i.e., all lines in Canada except for the former Canadian Government railway south of the St. Lawrence River and relating to the classifications of yardmasters and assistant yardmasters amounting to some 320 in number.

7. *Express Messengers' Agreement*—covering the Newfoundland area only, which is part of the Atlantic Region, and relating to the classification of express messengers operating in passenger trains, some eight in number.

All of the above mentioned employees are represented by the Brotherhood and total some 9,386 in number, which figure is based upon the average of 12 mid-month counts for the year 1960.

This group of employees, 9,400 in round figures, represents approximately 10 per cent of the total labour force of the Company (actual figure is approximately 9.8 per cent) as compared with the 72 per cent of the total labour force represented by the largest group of Company employees known as the non-operating group.

Brotherhood Demands or Requests for Amendment

The Brotherhood demands may be classified as follows:

I. Initial Demands—General

II. Initial Demands—Special

III. Supplementary Proposals — Regional Rules.

IV. Demands Deferred by Agreement.

For reference purposes these demands are set out below in the above order.

I. Initial Demands—General

The Brotherhood has three general chairmen of whom the general chairman, Lines East represents the Atlantic Region, including Newfoundland; the general chairman, Central Region, represents the St. Lawrence and Great Lakes Region; and the general chairman, Western Region, represents the Prairie and Mountain Regions.

The Notices of Revision of the collective agreements served upon the Company by these three general chairmen, which specified the Brotherhood's initial demands, were by and large the same.

However, these demands varied somewhat depending upon what collective agreements were concerned and for convenience of reference the demands and the collective agreements to which they are applicable are set out here in tabular form.

CHART I—BROTHERHOOD INITIAL DEMANDS—GENERAL

N.B. The order of listing of these demands has been altered in some cases to assist in making comparisons.

TABLE A
Ten Initial Demands
(Road Service)

1. Wages—18% increase.
 2. Vacations—4 weeks after 20 years.
 3. Statutory Holidays—add 1 to make 8.
 4. Statutory Holidays—enlarge qualification.
 5. Booking Rest—after 8 hours.
 6. Interchangeable Rights.
 7. No Material Change in Collective Agreement Without Mutual Consent.
 8. Guarantee—spare board 2000 miles per month.
 9. Lay Rule—payment after 12 hours. →
 10. Mileage Limitation.
- No comparable demand as Road Service is not paid on *per diem* basis. ←

TABLE B
Nine Initial Demands
(Yard Service)

- 1.
- 2.
- 3.
4. → Same as in Table A
- 5.
- 6.
- 7.
8. Same as in Table A except guarantee is 16 days per month.
9. Shift Differential
afternoon shift—10¢ per hr.
night shift—15¢ per hr.

TABLE C
Five Initial Demands
(Yardmaster Agreement)

1. Wages. → Same as
2. Vacations. Table A,
3. Statutory Holidays. items 1, 2
4. No Material Change. 3 and 7
5. Shift Differentials. → Same as Table B, item 9

Observations with Respect to Chart I—
The following comments may assist in a consideration of Chart I:

1. Table A lists the Brotherhood initial demands relating to road service and Table B lists the initial demands of the Brotherhood relating to yard service.

2. The first seven demands listed are common to both road and yard service and the eighth demand is for a guarantee for the spare

board in each case, but in the case of road service the guarantee requested is calculated on a mileage basis whereas in the case of yard service it is based upon a *per diem* basis.

3. The demands for an improvement in the lay rule and for mileage limitation are peculiar to road service whereas the demand for shift differentials is peculiar to yard service.

4. The reason for these differences is, of course, due to the fact that road service employees are employed to move trains, that is, get them over the road as expeditiously as possible, with due regard for safety, and consequently they are paid on a dual basis of pay, taking into account both the time worked and the mileage run.

5. On the other hand, yard service employees are engaged in preparing trains for movement over the road and delivering cars to their final destination after arrival at the objective terminal, and accordingly they are paid on a *per diem* basis based upon an eight-hour work day and are paid overtime for time worked outside the daily limits. Also, yard service employees work upon a shift work basis which includes day, afternoon and night shifts.

CHART II—APPLICATION OF INITIAL DEMANDS—GENERAL

I—TEN INITIAL DEMANDS	No.	Collective Agreement	Regions	Classifications
Table A (Road Service)	1.	Eastern Agreement	Atlantic St. Lawrence Great Lakes	Conductors Asst. Conductors Baggagemen Flagmen Brakemen
	2.	Western Agreement	Prairie Mountain	Conductors
	3.	Western Agreement	Prairie Mountain	Baggagemen Flagmen Brakemen
	4.	Freight Handlers' Agreement	Prairie Mountain	L.C.L. Freight Handlers on passenger trains

II—NINE INITIAL DEMANDS

Table B (Yard Service)

1. Eastern Agreement
5. Western Yardmen's Agreement

Atlantic
St. Lawrence
Great Lakes

Prairie
Mountain

Yardmasters*
Yard Foremen**
Yard Helpers**
Switch Tenders**

Yard Foremen
Yard Helpers
Switch Tenders

III—FIVE INITIAL DEMANDS

Table C (Yardmasters')

6. Yardmasters' Agreement

All lines in
Canada
except former
C.G. lines
South of St.
Lawrence

Yardmasters
Asst. Yardmasters

II—Initial Demands—Special

In addition to the Brotherhood Initial Demands of a General Nature, set out in accompanying Chart I, the Brotherhood served notice on the Company of Two Initial Demands of a more limited nature which are here referred to as Initial Demands—Special, and are as follows:

1. *Extension of Yardmasters' Agreement to Cover Territory South of the St. Lawrence River*—The proposal here is that the agreement covering rates of pay and working conditions of yardmasters and assistant yardmasters on lines in Canada (except former C.G. railways south of St. Lawrence River) be extended to include yardmasters and assistant yardmasters employed as such south of the St. Lawrence River on the Atlantic Region.

2. *Car Retarder Operators*—The proposal is to revise the memorandum of agreement covering car retarder operators and to discuss the amendments in conjunction with the notices served under existing agreements covering yard service employees.

III—Brotherhood Supplementary Proposals—Regional Rules

The Brotherhood demands referred to above as Initial Demands—General and Special, were all itemized in formal notices served by the Brotherhood upon the Railway on April 1, 1961.

However in addition to these demands, during conferences or negotiations with the Railway in April 1961, the Brotherhood submitted to the Railway further proposals for revision of the regional rules which may be summarized as follows:

East—Atlantic, St. Lawrence and Great Lakes Regions—Yard supplementary notice—22 proposals; yardmasters schedule rules—10 proposals; road schedule rules—25 proposals.

West—Prairie and Mountain Regions—Yard supplementary notice—20 proposals; road supplementary notice—17 proposals (conductors and trainmen).

IV—Matters Deferred by Agreement of Parties

By agreement of the parties it was decided to defer consideration of the following matters until the settlement of the main issues between the Railroad and the Brotherhood:

1. Express messengers on Newfoundland Division, Atlantic Region—Four Brotherhood demands.

2. Conductors, trainmen, Thousand Islands Railroad Company, St. Lawrence Region—Four Brotherhood demands.

3. Yardman (foreman), yardman (helper), engineer and fireman, Ogden Point Dock, Victoria, B.C.—Eight Brotherhood demands.

Company Proposals for Revisions to Collective Agreement

47 Company Proposals

In May 1961, during negotiations between the parties, the Company submitted some 47 proposals for revision of the various collective agreements as follows:

1. *East (Atlantic, St. Lawrence and Great Lakes Regions)*—(a) Road service—14 proposals; (b) yard service—Six proposals.

2. *West (Prairie and Mountain Regions)*—(a) Road service—12 proposals; (b) yard service—11 proposals.

3. *Miscellaneous*—(a) Yardmasters' system agreement—One proposal; (b) Expressmen in Newfoundland Area—One proposal;

*The yardmasters covered by the Eastern Agreement are *only* those on former C.G. lines south of the St. Lawrence; all other yardmasters are covered by the Yardmasters Agreement, No. 6 above.

**Yard foremen, helpers and switchtenders in the East, (i.e., Atlantic, St. Lawrence and Great Lakes Regions) do not have a separate collective agreement but are included in the Eastern Agreement covering road and yard service.

(c) L.C.L. freight handlers, passenger trains, Prairie and Mountain Regions—One proposal; (d) Ogden Point Dock, Victoria, B.C.—One proposal.

However, for the purpose of its presentation to this Conciliation Board, the Company reduced its proposals from the 47 mentioned above to 10 principal items which are listed below:

Ten Remaining Company Proposals

1. Work within switching limit—system wide—i.e., East and West.
2. Car retarder operators' agreement—West only, i.e., Prairie and Mountain Regions.
3. Rotating spare board—West only, i.e., Prairie and Mountain Regions—yard service.

4. Monthly guarantee—East only, i.e., Atlantic, St. Lawrence and Great Lakes Regions—passenger trainmen.

5. Third brakemen on freight trains—West only, i.e., Prairie and Mountain Regions—road service.

6. Junction switching rule—West only, i.e., Prairie and Mountain Regions—road service.

7. Trainmen switching at terminals—East only, i.e., Atlantic, St. Lawrence and Great Lakes Regions.

8. Trainmen called for extra service—East only, i.e., Atlantic, St. Lawrence and Great Lakes Regions.

9. Trainmen on work train service released for Saturdays and Sundays—system wide, i.e., East and West.

10. Compensation for deadheading—East only, i.e., Atlantic, St. Lawrence and Great Lakes Regions.

CHAPTER II—METHOD ADOPTED BY BOARD FOR MAKING REPORT

Necessity of Simplified Procedure

It will be noted that Chapter I deals largely with a simple outline of the main proposals made by each party for revision of the various collective agreements and no attempt has been made to deal with the nature and implications of the proposals.

Also, the supplementary proposals submitted by the Brotherhood have been referred to only in passing by specifying the number involved without indicating what these proposals actually are.

Thus it is quite apparent that due to the number of issues involved, to say nothing of their nature or complexity, this Board must adopt some simplified method of procedure in writing this report in an attempt to avoid confusing the reader with a welter of detail.

In this connection the task of the Board has been lightened by the action of the Company in withdrawing some 37 proposals for revision before the Board hearings commenced.

The Board Chairman had hoped that the Brotherhood would similarly withdraw many, if not all, of its Supplementary proposals—Regional rules—before the Board was required to write its report.

However, the Brotherhood Committee would not agree to do this although it did agree, under considerable pressure from the Board Chairman, and for the purpose of facilitating a settlement only, to set aside most of the Supplementary proposals—Regional rules.

As no settlement was obtained, the whole field of the supplementary proposals must be dealt with in this report although they cover a rather wide field, ranging from a proposal that the Company pay for cleaning and repairing the standard watch of the employee to a request for a guaranteed wage agreement on the basis of supplementary unemployment insurance.

Scheme Adopted for Board Report

It is proposed to separate the Brotherhood proposals into three main divisions and deal separately with each as follows:

a. *Main Brotherhood Proposals*—Reference to Chart I of Chapter I will indicate that in its Initial Demands—General, the Brotherhood has 10 proposals relating to road service, eight of which relate to yard service as well, and there is also one proposal peculiar to yard service, viz., shift differentials.

In addition there are two Initial Demands—Special, which are the proposal for the extension of yardmasters' agreement to cover territory south of the St. Lawrence River and the car retarder operators' proposal.

To these may be added four proposals taken from the Supplementary Proposals—Regional rules, viz.: health and welfare, yardmen's vacation benefits, composite service and revision of questions and answers to Article 147.

The above Brotherhood proposals, which total 17 in number, may be referred to as the Main Brotherhood Proposals and are listed here for reference purposes as follows:

1. Wages
2. Vacations—4 weeks after 20 years
3. Statutory Holidays—add 1 to make 8
4. Statutory Holidays—enlarge qualification
5. Booking Rest—after 8 hours
6. Interchangeable Rights
7. No Material Change without Mutual Consent
8. Guarantees—Spare Board—road 2,000 miles per month; yard, 16 days per month
9. Lay Rule—payment after 12 hours
10. Mileage Limitation
11. Shift Differentials—yard only
12. Extension of Yardmasters' Agreement South of St. Lawrence River

13. Car Retarder Operator
14. Health and Welfare
15. Yardmen's Vacation Benefits
16. Composite Service
17. Revision of Questions and Answers to Article 147—East only.

For the sake of convenience it is proposed to deal separately with the question of wages which will be considered in some detail in the final stage of this report.

b. *Brotherhood Supplementary Proposals—Regional Rules*—These consist of some 57 proposals concerning the East (Atlantic, St. Lawrence and Great Lakes Regions) and some 37 proposals relating to the West (Prairie and Mountain Regions).

However, many of these proposals are common to the East and West, reducing the number to receive separate consideration from 94 to approximately 53 proposals of which four have been included in (a) preceding.

The remaining Brotherhood Supplementary proposals—Regional rules, some 49 in number, will be dealt with in a separate chapter of this report.

c. *Company Proposals*—The 10 Company proposals which are set out in Chapter I will all be considered and dealt with in a chapter of this report dealing solely with Company proposals.

d. *Summary*—Accordingly, the proposals put before this Board by the parties will be dealt with as follows:

Chapter Three—Main Brotherhood Proposals except Wages

Chapter Four—Ten Company Proposals

Chapter Five—Brotherhood Supplementary Proposals
—Regional Rules

Chapter Six—Wages.

CHAPTER III—MAIN BROTHERHOOD PROPOSALS EXCEPT WAGES

Introduction

These main Brotherhood proposals, except wages, are 16 in number and will be dealt with in the following order:

<i>Proposal Subject</i>	<i>Details</i>	<i>Service to Which Applicable</i>
1. Vacations	—4 weeks after 20 years.	Road and Yard
2. Statutory Holidays	—one additional paid holiday for Yard Service. eight paid holidays for Road Service.	Yard Road
3. Statutory Holidays	—in the event a statutory holiday falls on an employee's assigned day off or while on annual vacation, he will be allowed an additional day off with pay.	Road and Yard
4. Booking Rest	—Road and Yard Service employees may book rest after 8 hours.	Road and Yard
5. Held Away From Home Terminal (Lay Rule)	—amend excessive lay rules to provide payment after 12 hours instead of 16 hours.	Road only
6. Interchangeable Rights	—add rule to provide for interchangeable rights for Road and Yard service employees subject to approval by individual General Committees.	Road and Yard
7. Guarantees	—for spare Trainmen of 2000 miles per month. for spare Yardmen of 16 days per month.	Road and Yard
8. Mileage Limitations	—a mileage limitation for Road service employees to be policed by the Company and records maintained by the Company. Mileage to be established by respective General Committees.	Road only
9. Shift Differentials	—Yardmen and Yardmasters to be paid a shift differential, afternoon shift 10¢ per hour, night shift 15¢ per hour.	Yard only

- | | | |
|---|--|--------------------------|
| 10. No Material Change | —contracts to contain clause that no material change or alteration of conditions of employment shall be made during the currency of the contracts unless mutually agreed to by both parties. | Road and Yard |
| 11. Extension of Yardmasters' Agreement | —that the Agreement covering Yardmasters and Assistant Yardmasters on lines in Canada be extended to include Yardmasters and Assistant Yardmasters South of the St. Lawrence River, Atlantic Region. | Yard,
Atlantic Region |
| 12. Car Retarder Operators | —revise Memorandum of Agreement covering Car Retarder Operators. | Yard |
| 13. Health and Welfare | —that the entire cost of Health and Welfare be borne by the Railway. Contributions to continue while the employee is on Workmen's Compensation. | Road and Yard |
| 14. Yardmen's Vacation Benefits | —that the Yardmen's Vacation Agreement be the Agreement in effect prior to 1958, with amendment to provide for the extended period of vacations. | Yard |
| 15. Composite Service | —a rule to provide that all straight time shifts worked as Yardmaster and/or Yardman will be counted to make up the 5-day work week. | Yard |
| 16. Revision of Questions and Answers to Article 147—East only. | | |

The order in which these proposals are set out above differs slightly from the order used for listing these proposals in Chapter I but is selected here because, in general, it follows the order in which these proposals were dealt with in the presentation to and negotiations before this Board.

Brotherhood Proposal No. 1—Four Weeks Vacation With Pay After 20 Years

This proposal is applicable to all employees represented by the Brotherhood and thus covers all road and yard service and is system wide in application.

The present qualifying period for four weeks vacation is 35 years but the Company had completed settlements before this Board commenced its hearings which accorded other employees four weeks paid vacation after a qualifying period of 25 years.

This Board recommends that the present qualifying period of four weeks vacation be reduced from 35 years to 25 years.

Brotherhood Proposal No. 2—Statutory Holidays—One Additional Day for Yard Service, Eight Paid Holidays for Road Service

As at present, yard service employees have seven paid holidays whereas road service employees have none; this proposal will be considered separately in respect to each service.

a. *Yard Service Employees*—Yard service employees now have seven paid statutory holidays and this appears to be the same number as is enjoyed by the non-operating employees including the maintenance of way employees of this Company.

The figures submitted by the Brotherhood clearly indicate that the majority of plant employees in manufacturing in Canada receive eight or more paid holidays, but such is certainly not the case in railway transportation nor in certain other fields, e.g., metal mining in Canada, where the majority receives less than eight paid holidays.

In the field of transportation in Canada, excluding air transport, trucking and services incidental to water transport (for the reasons given below), the figures are rather inconclusive.

For example, in urban and suburban passenger transport, some 72 per cent of the non-operating employees apparently received eight or more paid holidays, yet in interurban bus and coach transport some 71 per cent of the non-operating employees receive one to seven paid holidays.

The reason air transport is excluded is that the Canadian National Railways has informed the Department of Labour at Ottawa that the figures in the 1960 survey as to air transport are not accurate. Trucking and services incidental to water trans-

port are excluded because they would appear to have less relation to railway transportation than urban and suburban passenger transport or interurban bus and coach transport.

One factor, which should be given some consideration, is that the cost to the Company for an extra paid holiday would appear to be considerably greater than in most manufacturing plants for two reasons:

1. The railroad as a common carrier is required to operate on all statutory holidays so that the extra paid holiday would mean not only an extra day's pay for all employees in yard service, whether they worked or not,

but, in addition, the payment of premium rates to all yard service employees required to work on Remembrance Day (November 11) or whatever other day was selected as the eighth paid holiday.

2. Apart altogether from the premium rates required to be paid for work performed on the statutory holiday, in maintaining the operation of the railroad on the eighth statutory holiday, the cost to the Company of the extra day's pay would, in all probability, be considerably greater than the cost to plants engaged in manufacturing generally.

This statement is based upon the figures set out in tabular form following—all of which are taken from figures supplied to this Board by the brotherhood as indicated in the footnotes.

TABLE A—AVERAGE HOURLY EARNINGS

Male Wage Earners, Durable Goods, Manufacturing and C.N.R. Yard Service

	1961 (May)	No. Employed by CNR, 1959
Average Hourly Earnings, Male Wage Earners in Durable Goods Manufacturing Industries	\$2.036 (a)	
C.N.R.—Average Hourly Earnings	1961	
Yard Foreman	\$2.59	1160
Yard Helper	2.36 (b)	2553 (c)
Switchtender	2.01	241

Sources:

- (a) Brotherhood Main Brief, C.N.R.—Restoration of Wage Differentials—Table XI.
- (b) Brotherhood Main Brief, C.N.R.—Restoration of Wage Differentials—Table XIII.
- (c) Brotherhood Main Brief, C.N.R.—History of Dispute, page 21.

The above figures suggest that the weighted average of the average hourly earnings for the yard service classifications shown on the Canadian National Railways amounted to \$2.40 in the year 1961.

It is not suggested that this figure is strictly accurate because, for one thing, it uses a 1959 figure for the numbers employed in the three yard classifications concerned.

Nevertheless, whatever the correct figure for the weighted average hourly earnings of the three classifications of yard service shown may actually be, it is bound to be close enough to \$2.40 per hour to support the conclusion set out in (2) above.

It may be noted here that the Department of Labour Survey figures quoted by the Brotherhood in its brief show that in 1960 in Canada, 97 per cent of all employees in railway transport, other than the running trades (who had none) received one to seven paid holidays, one per cent received eight paid holidays and two per cent received none.

Reference may also be made to the fact that the non-operating group of employees, that represents about 72 per cent of the total employees of this Company and is probably of the order of 68,000 to 69,000 employees, now have seven paid statutory holidays, but apparently has made no pro-

posal for any addition in its current negotiations with this Company.

Recommendation—For the above reasons, the Board Chairman has come to the conclusion that this Board would not be justified in recommending the addition of another paid statutory holiday to the seven already in effect in yard service.

b. Road Service Employees—Road service employees do not now have any paid statutory holidays and the Brotherhood proposal is that they be provided with eight paid holidays.

It appears that the only operating employees on the Canadian National Railways who now have paid statutory holidays are those who are generally assigned to an eight-hour day, five-day week, who are employed in yard service and paid upon an hourly basis—e.g., locomotive engineers in yard service.

Train crews are engaged in passenger or freight service with the passenger assignments generally arranged so that a crew leaves home one day, returns the next day, and then has a period of leisure varying from one to three days depending upon the frequency of train service and the mileage accumulated on each trip. The days on which the train crews will work vary from two out of three to two out of five.

Regular freight assignments are similar to passenger assignments, but generally the mileage per trip is less and the requirement of working two days out of every three is more common.

Crews working out of a freight pool operate on a first-in, first-out basis with considerable fluctuation in the frequency of the trips, depending on the traffic.

Due to the dual basis of pay based upon mileage and/or time involved, the train crews are paid on what is similar to a piece work basis and it is said to be not uncommon for road crews to earn two basic days pay in a calendar day and to work on about 20 days per month.

In 1960 the average hours worked per week by train crews was as follows: passenger crews—39.5 hours, freight crews—34.5 hours.

It is said, and not denied, that neither of the two major railroads in Canada provides road service employees with any paid statutory holidays nor, apparently, does any major railroad in the U.S.A. do so.

Also, a similar request for paid statutory holidays for the locomotive engineers was turned down by the Anderson Conciliation Board report in the current dispute with respect to both major Canadian railroads.

Recommendation—For the above reasons, this Board does not recommend the proposal of the Brotherhood for the granting of any paid statutory holiday to the road service employees of this Company.

Brotherhood Proposal No. 3—Statutory Holidays—Enlarged Qualification

The Brotherhood proposal is as follows:

"In the event a statutory holiday falls on an employee's assigned day off or while on annual vacation, he will be allowed an additional day off with pay. If the Company is unable to grant this day within 10 days of the statutory holiday, the employees will receive an additional day's pay at *pro rata* rate. Payment for statutory holidays to apply to all yardmen and yardmasters and yard men, including those on the spare board who are available for duty. Also to provide when statutory holiday falls on Sunday, Monday will be observed for contract purposes."

This proposal that covers both road and yard service and is system wide in scope, is designed to secure four objectives, viz.:

i. An extra day off with pay when a paid statutory holiday falls on an employee's assigned day off while he is on annual vacation.

ii. An additional day's pay where time off with pay cannot be granted within 10 days of the paid statutory holiday.

iii. To obtain payment for statutory holidays for all road and yard service employees, including those on the spare board who are available for duty even though they do not work on the statutory holiday.

iv. To provide that when the statutory holiday falls on a Sunday, Monday will be observed as a holiday.

Each of these four aspects of this proposal will be dealt with separately in the same order as listed above.

i. *An Extra Day off with Pay when a Paid Statutory Holiday falls on an Employee's Assigned Day Off or while he is on Annual Vacation*—The fact that the non-operating group of employees enjoys additional payment for statutory holidays, that coincide with assigned rest days or the vacation period, provides support for this request.

However, the Company contends that, generally (with the exception of the Order of Railway Telegraphers), contracts, with non-operating unions, recognize the principle that not more than one employee should receive holiday payment for the same shift or assignment. This is carried out by not providing any relief for the absent employee and thus avoiding the pyramiding of costs.

On the other hand, the Company submits that, as a general rule, relief must be provided for yard service employees, so that, if the Brotherhood proposal is accepted, this would result in statutory holiday pay *both* for the employee working as well as the employee not working.

And, indeed, if the regular job holder was on vacation when a statutory holiday occurred, and the holiday coincided with the rest day of the assignment, three employees would be entitled to the pay for the holiday, viz.—the regular job holder on vacation, the relief man on his rest day and the swing relief man who would be working the assignment.

Although railroad telegraphers do get added pay for statutory holidays that fall on rest days or during vacation, and, in their case, relief is provided, yet their system of wage payment and working rules are somewhat different, as they are monthly rated employees.

ii. *An Additional Day's Pay where Time Off with Pay cannot be granted within 10 days of the Paid Statutory Holiday*—As far as I can recollect no attempt was made by the Brotherhood to support this aspect of this proposal.

iii. *Obtain Payment for Statutory Holidays for all Road and Yard Service Employees, including those on the Spare Board who are available for Duty even though they do not work on the Statutory Holiday*—I have no recollection of any serious attempt by the Brotherhood to support this aspect of this proposal.

iv. *Provide that when the Statutory Holiday falls on a Sunday, Monday will be observed as a Holiday*—In support of this aspect of the proposal the Brotherhood

referred to a 1960 survey of Canadian manufacturing plants which indicated that when a statutory holiday falls on a Sunday, 47 per cent of the employees worked in plants where the paid holiday was observed on a working day.

On the other hand, the Company submitted that for many years it had observed government policy in respect to the observance of statutory holidays, and referred to the following language as being commonly found in agreements between the Company and unions, including this Brotherhood: "Provided that when any of the above holidays fall on Sunday the day substituted by the Federal Government shall be observed."

The language quoted above appears in the yard portion of the Eastern Agreement (Atlantic and Central Regions) between this Company and this Brotherhood.

Recommendation—This Board considers that the Brotherhood has failed to establish that there are substantial grounds warranting the recommendation of this proposal in respect to any of the four aspects which are referred to above.

Accordingly, this Board does not recommend the adoption of this proposal for the enlargement of present qualifications for statutory holiday pay.

Brotherhood Proposal No. 4—Booking Rest.—Road and Yard Service Employees may book Rest after Eight Hours

This proposal is system wide covering both road and yard service from coast to coast. The present rules provide for booking rest after 12 hours in both road and yard service.

The Eastern rules for road and yard service are as follows:

Article 50(a)—

"Trainmen who have been on duty twelve (12) hours or more will have the right to book rest at any point on the road, and will resume duty when rest period has expired. Men to be judges of their own conditions."

And Article 117(b)—

"Yardmen on single crew engines will have the privilege of booking rest after they have been on duty twelve (12) hours."

And there are similar rules in the Western agreements covering both road and yard service.

In support of the proposal the Brotherhood submits that:

1. The present rules as to booking rest were instituted many years ago when the basic day for road and yard service was 12 hours.

2. The present basic day of eight hours has been in effect for 40 years.

3. All steam locomotives have now been replaced by Diesel-electric locomotives and trains are now longer, heavier and operate at greater speed, causing greater fatigue and strain for the crews and increasing the hazards.

4. Yard work is speeded up due to diesel yard engines, modern electronic yards, etc., with resulting fatigue, strain and hazard for yard service employees.

5. The current speed-up will accelerate as time goes on and the proposed change will protect the employees being required to work excessive hours.

In opposition to the proposal the Company stresses the following points:

1. The present rules provide for the men to be judges of their own condition.

2. Railroad experience is that in many cases employees have booked rest for reasons other than fatigue.

3. Many employees, on arrival at a terminal after six or seven hours on duty, do not book rest, as they are entitled to do under the rules, but start the homebound trip within two hours, thus "doubling the road."

4. It is common practice for the Brotherhood representatives to request the Company to adjust regular assignments so the employees may "double back" at the turnaround point, or to reduce the lay-over time between trips.

5. In yard service eight hours is a normal day's work and more than eight hours are required only in emergency situations, such as shortage of staff, shippers requiring expedited service, trains running late, etc.

6. Yard service employees normally work an eight-hour day, 40-hour week, which is the same as obtains in industry generally.

7. Generally speaking, employees in industry do not have an unqualified right to refuse to work overtime scheduled by an employer; yet, if the proposal is granted, it would give such unqualified right to each employee, represented by this Brotherhood, contrary to general industrial practice.

8. The major improvements in the road beds, in signalling and centralized traffic control, end-to-end and wayside radio, and use of diesel power, and other improvements in railway operating facilities, have not increased the strain and fatigue of the road and yard crews, but, on the contrary, have greatly reduced hazards, made the work less physically demanding, and safer and easier all around.

9. In the case of road crews, these improvements have enabled them to accumulate more mileage, in less time, thus appreciably increasing their earnings, and their leisure time.

10. If a road crew completes a trip in, say, four hours, the company has no right to put the crew to work for four additional hours, to fill out the eight-hour period, accordingly, the road crew should have no right to refuse duty, by booking rest after the lapse of eight hours, if the trip is not completed.

11. Apart from the above, the Company considers the proposal is not designed to provide additional rest for the employees, but is actually designed to prevent running through terminals, i.e., operating over two subdivisions.

12. As the proposal is framed, any one member of a crew, after eight hours on duty, could tie up any train at any location by simply advising the despatcher that he had decided to book rest.

13. If safety is the concern of the Brotherhood, it may apply to the Board of Transport Commissioners, which has power under section 290 (1) (j) of the Railway Act to limit or regulate the hours of duty of any employees, with a view to the safety of the public and of the employees.

It might be mentioned that this Board understands that the present rules providing for booking rest after eight hours are in effect for all running trades on the major railroads in Canada.

Also, a similar proposal by the locomotive engineers was turned down by the Anderson Conciliation Board dealing with the current dispute between both major Canadian railroads and the Brotherhood of Locomotive Engineers.

Recommendation—The Brotherhood has failed to satisfy this Board that the present rest rule does not adequately provide for a reasonable degree of rest for the employees in road and yard service.

In addition, the proposed change in the rule might very well substantially restrict the efforts of the Company to carry out its operations in an efficient manner.

Accordingly, this Board finds that there is no justification for recommending any changes in the presently existing rest rules.

Brotherhood Proposal No. 5—Held away from Home Terminal

Proposal: "Amend excessive lay rules to provide payment after 12 hours instead of 16 hours." This proposal is applicable to road service only and is system wide, i.e., applicable coast to coast to all road service employees in unassigned service.

In the Eastern Agreement the present rule reads in part as follows:

"Article 25—Held Away from Home Terminal—

Trainmen in unassigned service held at other than their home terminal longer than 16 hours, without being called for duty, will be paid one-eighth ($\frac{1}{8}$) of the daily rate per hour (at the rate applicable to the service last performed) for the first eight (8) hours in each subsequent twenty-four (24) hours thereafter, time to be computed from the time crew goes off duty, until the time required to report for duty prior to the departure of the train on which they resume duty."

The Western Agreements covering road service include rules of a similar nature. It will be noted that the present rules operate so that payment for time held away from home terminal begins after 16 hours and continues on the basis of eight hours pay in each 24 hours.

The Brotherhood supports its request for a reduction from 16 hours to 12 hours as follows:

1. The 16-hour provision is archaic in this day and age.

2. The reduction to 12 is required to protect road service employees against excessive lay-over at other than home terminals with consequent loss of earnings and unwarranted expense.

3. Through efficient operation the Company can reduce to a minimum the application of the penalty provisions of the rule and reduce the employee's expenses.

4. In no other class of employment can men be held without pay, at their own expense, miles from home, denied the use of their time and held subject to the call of their employer.

5. With steam supplanted by diesel locomotives, the train service employees are held for longer periods at away from home terminals.

6. With diesel power, trains are longer and heavier, and crews are held at the away from home terminal for accumulation of tonnage, so that less trains may be operated, which operates to the advantage of the railway, but to the disadvantage of the employee.

7. The yearly expense to the employee for lodging and meals at the away from home terminal ranges from \$695.00 to \$950.00, which is excessive and is due to these employees being held away from home for excessive times.

8. Any lay-away in excess of 12 hours without pay is a requirement that the employees subsidize the railway.

9. The purpose of the proposal is not to obtain extra payment, but, to force the Company to get the employees back home, and eliminate long lay-overs at away from home terminals, with resultant excessive expenses for the employees.

The Company opposed the proposal of the Brotherhood upon the following grounds:

1. Unassigned service is generally operated by road crews from a pool or spare board on a "first-in first-out" basis. Traffic offering varies considerably from time to time and place to place, so it is not always possible to provide short lay-over periods for the crews.

2. Irregularity of traffic flow brought about the adoption of the present rule, which requires payment after 16 hours, upon an hourly basis, so that payment of a basic day is provided for each 24 hour cycle held away from home terminal.

3. The pay, provided for by the rule, is paid for non-productive time, because the men are not on duty during the lay-away period, and they perform no work.

4. The Company denies that the men are frequently held for more than a day at a time, and the fact is, that seldom are road crews held at the away from home terminal, for even 24 hours, without being called for duty.

5. The proposal completely ignores the fact that several basic days pay may be earned, from the time the train crew leaves home, until its return, e.g., (two examples were given but the first only is shown here):

Aug. 4/61, No. 407—Joffre to Montreal—on duty Joffre 7.45 p.m., off duty Montreal 3.20 a.m., Aug. 5. Elapsed time, 7 hours, 35 minutes—paid 197 miles.

Aug. 5/61, No. 407—Montreal to Joffre—on duty 10.15 p.m., off duty Joffre 6.00 a.m., Aug. 6. Elapsed time, 7 hours, 45 minutes, paid 198 miles.

Held away time at Montreal—18 hours 55 minutes—2 hours 55 minutes payable under present lay rule = 37 miles. Total elapsed time Joffre to Montreal and return—34 hours 15 minutes (including lay-over). Each crew member paid for 197 plus 198 plus 37 (lay-over) miles = 432 miles. Conductor was paid \$63.49 for 432 miles and each brakeman was paid \$55.74.

6. In the above example, the total elapsed time from the time the train crew left Joffre, until it returned to Joffre, amounted to 34 hours and 15 minutes, of which 15 hours and 20 minutes was time actually spent while travelling on the road and 18 hours and 55 minutes were spent at Montreal, at the held away from home terminal.

7. If the Brotherhood proposal as to excessive lay-over were adopted, it would require additional payment of four hours to each member of the train crew, representing an extra payment of \$7.21 to the conductor, for a total for the trip of \$70.70 and, an extra payment to each brakeman of \$6.32, for a total of \$62.06 each.

8. These extra payments, required by the proposal for revision, represent an increase of over 11 per cent to be added to what are, already, very substantial earnings.

9. The Company denies the Brotherhood statement that the introduction of diesel power has resulted in train service employees being held for longer periods away from home.

10. The speed of freight trains has certainly increased from the order of 16 miles per hour to more than 20 miles per hour, but this has meant more time at home for the road crews and not less time.

11. The Company takes issue with the Brotherhood statement that the yearly expenses of road freight train crews range from \$695.00 to \$950.00 because, in most cases, the Company provides cabooses or sleeping quarters, and the crews can "cook up" in the cabooses if they desire to reduce expenses.

12. In any event, such expenses do not represent a complete loss as they may be claimed as deductions for income tax purposes.

This Board understands that the payment after 16 hours in the present held away from home terminal rule is the standard provision not only on both major Canadian railroads but also on all major railroads in North America.

It is noted also that the Anderson Conciliation Board, in dealing with a similar request for reduction to 12 hours for unassigned service, in the current engineers' dispute with the Canadian National Railways and the Canadian Pacific Railway, refused to recommend any reduction in the 16 hours provision for unassigned service.

The Anderson Board did recommend certain changes in the B.L.E. Western contract, to make it uniform with the B.L.E. Eastern agreement, in regard to held away from home terminals, but this was in respect to *engineers on assigned runs only*.

Needless to say, this Board is not concerned with assigned runs, as the Brotherhood proposal before this Board deals with time held away from home terminals in respect to *unassigned service only*.

Recommendation—This Board is not convinced that the replacement of the steam locomotive by diesel-electric motive power has increased the time away from home of the average road crew on unassigned service.

Nor does this Board consider that any other substantial grounds have been advanced which would warrant a recommendation to change a rule that appears to be of almost universal application in the railroad industry in Canada and the United States of America.

Consequently, this Board does not see fit to recommend the adoption of the Brotherhood proposal or any modification of the present lay rules in respect to trainmen in unassigned service.

Brotherhood Proposal No. 6—Interchangeable Rights

Proposal: "Rule to provide for interchangeable rights for road and yard service employees subject to approval by individual general committees." This proposal covers both road and yard service and is system wide.

Articles 126 and 131 of the Eastern Agreement, that covers road and yard service, already provides for interchangeable seniority rights between road and yard service on the Atlantic Region.

The Company has indicated that as a general principle it is willing to consider the adoption of interchangeable rights, with certain reservations and on the express condition that the Brotherhood will extend concessions in respect to Company proposal Number 1.

The reservations by the Company consist of two matters, viz.:

1. The Company is unwilling to agree to the adoption of interchangeable rights for road and yard service employees if it is to be subject to the approval of individual general committees. In other words, the Company insists that any change be uniform and be made on a system basis.

2. That, because of particular conditions obtaining in Montreal and Toronto (each of which constitutes a separate seniority district), these terminals should continue as separate seniority districts and be excluded from the interchangeable rights provisions.

Recommendation—This Board considers that there is a measure of agreement between the parties as to the desirability of the introduction of interchangeable rights for road and yard service upon a system wide basis. This matter will be further dealt with when consideration is given to Company proposal Number 1.

(See "Special Note Covering Interchangeable Rights" in Chapter IV.)

Brotherhood Proposal No. 7—Guarantees

Proposal: "Guarantee for spare roadmen of 2000 miles per month"; "Guarantee for spare yardmen of 16 days per month." This proposal covers road and yard service and

is system wide in its application. The present provisions with respect to spare boards read in part as follows:

Eastern Agreement

Article 77. "A conductors' spare board will be established at terminals where the earnings of conductors on such board will approximate not less than the equivalent of 2,600 miles per month at through freight rates."

Article 78. "Trainmen on the spare board will run first-in first-out, and those who lose their turn by not being available when called will drop to the foot of the spare board. . ."

Article 137. "A yard foremen's spare board will be established at points where the earnings of the yard foreman on such board will approximate not less than the equivalent of 10 days per semi-monthly checking period (15th and end of month) at yard foreman's rate."

"A yard helper's spare board will be established at points where the earnings of yard helpers on such boards will approximate not less than the equivalent of eight days per semi-monthly checking period (15th and end of month) at yard helper's rate."

Western Agreements

Article 5, Rule 23. "No more conductors will be kept on spare board than it can be reasonably expected will make a fair monthly wage."

Article 5, Rule 26(4) Schedule agreement applicable to baggagemen, flagmen and brakemen. "The local officers and local chairmen will jointly regulate the spare board, so that the earnings of spare men will approximate not less than the equivalent of two thousand (2,000) miles per month at through freight rates."

The rules quoted above provide for regulation of the spare boards but *do not constitute guarantees*.

In support of its proposal for the guarantees requested the Brotherhood urged the following:

1. Schedule agreements in several regions contain rules providing monthly guarantees for regularly assigned conductors and trainmen in passenger, way freight, work, construction, mixed train service and in some cases in yard service.

2. Conductors and trainmen in regularly assigned passenger, way freight and mixed train service, that is, service having fixed and definite starting times, know exactly when they must report for duty, unless some unforeseen circumstance arises.

3. The same is true to a more or less extent in work and construction service and in yard service where employees have a definite starting time.

4. However, employees in both train and yard service marked up on the spare board are subject to call at any hour of the day or night.

5. Employees on the spare board, after they have had their rest, must be available for call at any time at their normal stopping place. If they want to visit somebody, they are required to call the railway and advise where they will be. If they want to leave the vicinity when at an away-from-home point, they must secure permission to do so.

6. The employee on the spare board may be called at any time around the clock but whatever the time the call may come, he must be available. This uncertainty seriously affects family life.

7. These employees are not compensated for holding themselves available and not being used but they are penalized should they miss a call.

8. If the spare board is running slow the spare men may wait for as long as seven days to be called for service and in the meantime he receives not one penny.

9. The guarantees requested amount to payment by the railroad to ensure a group of capable, qualified men available on call at all times.

10. With proper supervision and regulation the spare lists could be regulated to just what the service calls for and need not be an item of added cost to the railroad.

The Company's opposition to the proposal was based largely upon the following:

1. Strict seniority rules govern the service of practically all railway employees including the running trades, and all employees entering the service clearly understand and accept the conditions that on entry an employee performs relief service until he accumulates sufficient seniority to hold a regular assignment.

2. Relief requirements are supplied from a "spare board" and the amount of relief work required from time to time fluctuates with the traffic offering and the requirements of the service, including the availability of regular personnel.

3. As these factors cannot be forecast with any precision, it is impossible for the Company to determine in advance the number of employees required for relief.

4. However, to minimize irregularity as much as possible, spare boards are adjusted at regular intervals of a week to 10 days, depending on locality, by the local Brotherhood representative in co-operation with the local operating officer.

5. At present an attempt is made to keep the spare board at a reasonable level so that spare men will earn a reasonable amount, but once guarantees were instituted there would be no inducement to reduce the spare board, as every man on it would be entitled to the guarantee whether he worked or not.

6. The Company says that a spare board man does not have to ask permission of the Company to leave an away-from-home point. All he need do is to advise the yard office where he can be located by telephone.

7. As a matter of principle the Company is opposed to any form of guarantee because its experience with guarantees has been that they cost a good deal of money and may seriously restrict the flexibility of operation of the railroad.

8. In addition to this, a guarantee takes away any incentive to perform work as it is in effect a payment for services whether performed or not.

9. Spare boards for road service for both East and West and for yard service in the East are all rotating spare boards (first-in, first-out regardless of seniority) which results in a fair division of work and earnings for all spare men on the rotary board.

10. In the West, however, spare yardmen work on a straight seniority board, but the Company proposals include a request to institute a rotary spare board in the West.

Brotherhood Supplementary Brief No. 1
—The Brotherhood Supplementary Brief No. 1 at page 11, paragraph 25, after referring to the rules providing for regulation

of spare boards so that earnings of trainmen will be not less than 2000 miles per month and conductors' earnings will be not less than 2,600 miles per month, proceeds to state:

"Translated into money this means, on the Atlantic, St. Lawrence and Great Lakes Regions, \$374.92 for conductors and \$252.60 for brakemen; on the Prairie and Mountain Regions, \$254.60 for brakemen."

The Company comment upon this statement in Company Brief II, page 66, was as follows:

"These rules have been incorporated into the collective agreements at the instigation of the Brotherhood and for its own purposes, to ensure that the work will be distributed to the largest possible number of the Brotherhood's members. The figures quoted are cut-off figures and represent the minimum an employee could be expected to earn before being cut off. *In actual practice, however, spare trainmen's earnings are much higher.*"

In support of the last sentence, italicized above, the Company stated that although the spare boards were adjusted to meet the miles, yet even "as adjusted", the earnings were good, and filed as an exhibit with the Board certain information as to brakemen's spare boards in August, 1961, which is reproduced below:

PAGE 66—BRIEF II		
BRAKEMEN'S SPARE BOARDS—AUGUST 1961		
Location	S.R.B. Number	Gross Earnings
Chambord	438335	\$560.07
	454310	526.37
	414007	615.91
	457334	446.93
Brockville	347678	478.81
	738599	411.86
	738159	478.09
Conductors Spare Board—August 1961		
Ottawa	306954	491.25
		off 2 days

When the Brotherhood stated that in July and August the spare men would do particularly well because of vacations, the Company gave the figures for the annual earnings of five of these seven men but not for the remaining two men, as one was hired on June 19, 1961 and the other on July 13, 1961.

The annual earnings figures, which are scrambled so they cannot be related to any one employee, are as follows:

Annual Earnings 1961	Pay Periods Booked
\$4,324.93	23
4,527.82	22
4,656.42	23
5,344.05	24
5,641.47	24

The Company was not able to say whether or not these men had worked all year on the spare board or whether they may have worked on other assignments.

Central Region Spare Boards—One member of the Brotherhood Committee considered that the situation might be as the Company alleged at larger terminals, but that in smaller terminals in the Central Regions some men on the spare board would be "laying-in" without work for five to seven days at a time and thus could not earn a living wage.

Reference was made in particular to the Allandale and Gravenhurst spare boards, and at a subsequent meeting, a list of the Gravenhurst spare board was produced, indicating, for example, that the first man on the list had not worked for some 24 days in March, and the second man had not worked for some 11 days in March 1961.

The Board Chairman was greatly concerned about this list as it appeared to be impossible for any man losing 24 days work in one month to earn anything like a living wage.

Later on the Company filed detailed information as to the Brakemen's spare board for Allandale and Gravenhurst for March 1961 and for August 1961. According to this Company information, in March 1961, the first man, who was on the Gravenhurst spare board for brakeman, did not work on 19 days in March, but nevertheless he earned the sum of \$318.32 for 12 trips and averaged 18 hours between trips.

On the other hand, the second man referred to in the Brotherhood list did no work on six days in the month, was on vacation for 12 days, worked 13 days, and earned the sum of \$450.03 for March 1961, which would of course include his vacation pay.

The records of the same two men for the month of August 1961, when also on the Gravenhurst spare board for brakeman, is as follows:

First Man	Earnings for August 1961
16 days on work train	\$584.98
14 days on vacation	Approximate time between trips, 10 hours
1 Sunday	
31	
Second Man	
21 days work	\$527.28
1 day deadheading	Approximate time between trips, 16 hours
7 days no work	
2 days Sunday	
31	

The other material filed by the Company with respect to the brakemen's spare boards at Allandale and Gravenhurst, is too lengthy to set out here, but it does suggest that the earnings of brakemen on these spare boards in August 1961 were quite sub-

stantial and even in March 1961 the earnings were considerably above a subsistence level.

Certain information as to the yardhelpers spare board at Joffre Yard, Charny, P.Q., was filed by the Brotherhood on February 23 last at a meeting of the Conciliation Board concerning the Canadian Pacific Railway and this Brotherhood, but this information is not referred to here as it was filed after the conclusion of the meetings of this Board with the parties in the Canadian National Railways dispute, and consequently there has been no time or opportunity to have the information analysed and afford to the Company an opportunity to reply to it.

Before leaving this matter, it might be noted that while there are guarantees in certain types of railroad service, it appears that there is no provision for guarantees for spare board men in either road or yard service on any major railroad in Canada or the United States.

Summary—As far as this Board can ascertain, the problem as to spare board earnings appears to be most acute in respect to yardmen's spare boards. There may be similar problems with spare boards in road service, but certainly no facts or figures to illustrate this were produced for this Board.

One reason for the difference may be that the road crews on spare boards can manage to earn more in a short time because of the dual basis of pay.

However, that may be, there is undoubtedly a problem here due to the fact that spare board men are used for relief work and the demand for their services fluctuates greatly depending on the volume of the traffic and the availability of regular employees. One difficulty is the relative impossibility of accurately gauging in advance the changes in traffic volume, and this factor is enhanced by the impossibility of determining in advance how many regular men will be absent from duty on weekends, holidays and pay days.

Another difficulty appears to be that, traditionally in railroading, the purpose of the spare board has been to make men available for relief work at straight-time rates rather than at penalty rates as would be the case if regularly assigned men were to be used.

The whole problem is probably emphasized by the present trend to reduce the number of employees in railroading, which has caused a "bumping down" movement until in many cases men who have been accustomed to regular assignments or at least regular earnings, are now reduced to

the spare board. It is quite understandable that such employees, who by this time possess considerable seniority accumulated over the years, and who have probably assumed financial commitments based upon earnings of previous years, do resent and react to the relatively meagre earnings of the spare board.

And this is particularly so, because the probability is that, when these same employees were relatively junior employees, making their way up the seniority ladder, economic conditions were more favourable for the railroads and there may then have been plenty of work available for the spare board men.

The crux of the problem would seem to be the proper regulation of the number of men on the spare board and it appears that in some locations this works out satisfactorily whereas in others it does not. As these spare boards are regulated jointly by the local representative of the Brotherhood and the local operating officer of the Company, it should be possible to work out some reasonable method of adjustment of the spare boards to prevent either "flooding the board" on the one hand or reducing it below a reasonable number on the other hand.

In the opinion of this Board, the proposed remedy by the Brotherhood is too one-sided, as it places the whole burden on the Company by obliging it to guarantee a minimum wage for every man on the spare board. Once this was done, there would be an end to joint responsibility and in all probability the "guarantee" provisions would require the Company to pay men on the spare board for service not performed.

It does not appear to be reasonable to this Board to solve this problem, which at present bears upon the shoulders of certain employees, by simply shifting the burden of it so that it falls to be borne by the Company alone, thus relieving the Brotherhood and the employees of all responsibility for contributing to a solution.

This is a joint problem and it should not be beyond the ingenuity or capacity of the parties to these agreements to work out a reasonable solution.

Recommendation—This Board is not convinced that the Brotherhood proposals as to guarantees are the proper solution to the problem of spare board employees, and therefore this Board is not prepared to recommend the adoption of the Brotherhood proposals.

The conclusion of the Board in this respect is supported by the fact that the institution of guarantees for spare board

employees would represent a completely new departure in railway practice on the North American continent.

Brotherhood Proposal No. 8—Mileage Limitations

Proposal: "A mileage limitation for road service employees to be policed by the Company and records maintained by the Company, mileage to be established by the respective general committees." This proposal relates to road service only and is system wide.

At present, Article 71 of the Eastern Agreement provides for mileage regulation as follows:

"The mileage for which trainmen are paid will, as far as practicable, be confined to the following limitations:

Passenger	6,000 miles
Mixed	4,300 miles
Freight	4,300 miles.

The number of men on the spare board will be regulated by the local officer and the local chairmen so that the earnings of spare conductors will approximate not less than the equivalent of 2,600 miles per month and the earnings of spare brakemen not less than the equivalent of 2,000 miles per month at through-freight rates.

It is understood that mileage by trainmen in different occupations and in different classes of service will be combined in computing total accumulated mileage.

Conductors, baggagemen and brakemen will, on completion of each trip or day's work, book their correct total accumulated mileage for which they are paid from the beginning of their month, and shall report to the proper officer when the maximum mileage has been made, so that provision can be made to relieve them. Conductors, baggagemen and brakemen failing to book their accumulated mileage at the end of trip or day's work, will not be permitted to perform further service until they have done so.

If a trainman exceeds the maximum mileage in any month, he shall add such excess mileage to his mileage for the following month, except where such excess mileage is made on account of shortage of men. Arrangements will be made between the local chairmen and the local railway officers for the relief of men in connection with the application of this Article.

The introduction of this Article covering mileage regulations does not carry with it any privileges in regard to re-arrangements of runs or assignments."

Although there are no mileage limitation rules as such in the Western Agreements, there is an understanding that crew boards will be increased or decreased to maintain monthly mileages at approximately 4,500 for pool and unassigned freight service and 3,000 for spare board service.

The Brotherhood stresses the difference between mileage regulation and mileage limitation, with regulation being designed to ensure the earning of a reasonable minimum of miles per month, whereas limita-

tion is designed to set a maximum on the amount of mileage per month a road crew is permitted to earn.

Paragraphs 4 and 5 of Article 71 of the Eastern Agreement quoted above suggest procedure for recording mileage run, but the Brotherhood contends that under the present rule it is impossible to restrict crews and individuals from exceeding the mileage limitations set out in paragraph 1 of Article 71.

The Brotherhood states that if it requests figures as to mileage run, there is a time lag of two weeks after the close of the pay period (e.g. mileage figures for the end of November would be given to the Brotherhood on December 15) and by that time the damage has been done.

The Brotherhood submits that in the case of the Engineers (BLE) and Firemen (BLF & E), when the employee has accumulated his maximum mileage, which the Company records, he is relieved from further service for the balance of the mileage checking period.

The Company opposes the Brotherhood proposal upon seven main grounds, as follows:

1. Mileage limitation rules do not benefit the Company but add appreciably to direct and indirect costs.

2. The purpose is to spread the available work among a greater number of men and this is a function the Brotherhood should perform itself.

3. In assigned service the mileage run is fairly constant and it is customary to place enough men on the assignment so the monthly mileage will not exceed the maximum.

4. Although there are no mileage limitations as such in effect in Western Canada, yet the miles run are regulated by increasing or decreasing at regular intervals the number of crews on the various crew boards.

5. Crew boards are adjusted by the local representative of the Brotherhood in co-operation with local management so that the Brotherhood, in large measure, controls the miles run by each crew as well as the number of men employed.

6. The crux of the matter is that enforcing the mileage limitations is highly unpopular, and the Brotherhood wishes the Company to take over the policing function which is now the Brotherhood's responsibility.

7. Apart from the cost of policing the proposal which is estimated of the order of \$75,000.00 per year for Western Canada alone, the Company is opposed in principle to rules that limit the earnings of employees and tend to camouflage the waste of money and manpower resulting from the retention of an outmoded and absurd system of pay.

Views of Board Chairman—It cannot be denied that unemployment is today a major problem which is closely engaging the attention of the governments of all free so-

cities, especially in the Western hemisphere. Fortunately the situation has improved considerably in Canada since a year ago, but it is still a matter for considerable concern, and measures to alleviate it, such as the "Do It Now" and Municipal Winter Works programs, are widespread.

In the field of railroad transportation, it appears that employment on the railways showed a decrease of six per cent or more from the first half of 1957 to the first half of 1960. During the 12-month period, July 1959 to June 1960, 4,400 employees were laid off by the CNR, of whom 95 were yard service employees and 222 train service employees.

The purpose of the proposal is to establish mileage limitations to spread the available work among a larger number of employees and thus reduce unemployment among train service employees.

The Board Chairman is in sympathy with the desire of the Brotherhood to spread the work and create employment for some trainmen who are unemployed because of lower traffic levels.

It is noted that this matter of mileage limitation is not a new proposal, because the agreement reached between the CNR and the Brotherhood on January 23, 1959, with respect to the 1958 wage and rules submissions, included the following:

"Western Region—Conductors and Trainmen—Supplementary Notice—

13. Brotherhood's Item No. 8—Mileage Limitation clause to be written on the Region, if requested by the Brotherhood."

Subsequently, a referendum ballot of the membership of the Western Region was taken and the membership voted in favour of a mileage limitation agreement on the basis of 4,000 miles freight, 6,000 miles passenger.

On March 3, 1961, the representatives of the Company and Brotherhood agreed upon a tentative draft proposal of a mileage agreement for Western Canada, but this was never implemented due to the Company view that the Brotherhood had backed away from its undertaking to agree to the removal of the third brakeman on trains over 59 cars west of Jasper, Alta.

This Board is not concerned with the merits or demerits of the allegations by the respective parties to this dispute as to the reason for the adoption or non-adoption of these two items. However, this Board is concerned with the consideration of the two proposals themselves based strictly upon their own merits.

The Brotherhood proposal for a mileage limitation is dealt with here and the Com-

pany proposal for elimination of the third brakeman is dealt with in Chapter IV following.

Recommendation—This Board recommends in principle the adoption by the parties of mileage limitations for road service employees. Although it would appear that the basis for such mileage limitations is already established by Article 71 of the Eastern Agreement for the East and by the vote of the membership in Western Canada for the West, yet this is a matter which this Board considers should be negotiated by the parties to this dispute.

This Board further recommends that the agreement as to mileage limitation, apart from establishing the limitations agreed to by the parties, should be designed to

1. Provide that records of mileage should be kept by the Company.

2. Provide penalties for the individual exceeding the limitations.

3. Require that the Brotherhood assume full joint responsibility with the Company, apart from the cost of the clerical work involved, for enforcing the limitations laid down.

4. Ensure that any failure to take an employee off for mileage at the limitation period, which was due to error or oversight in the records or by the crew clerk, would not result in the Company being subject to penalty claims.

Brotherhood Proposal No. 9—Shift Differentials

Proposal: "Yard Service employees to be paid a shift differential—afternoon shift, 10 cents per hour; night shift, 15 cents per hour." This proposal relates to yard service employees only and is system wide.

The Brotherhood supports this proposal upon the following grounds:

1. Yard switching is hazardous work under the best conditions.

2. At night and at dusk the hazard is increased by poor visibility and the difficulty of the individual remaining alert and vigilant.

3. The necessity of carrying a lamp leaves only one hand free to hold on to cars when riding on the side.

4. The early hours of the morning are the coldest time of the day when physical resistance is at its lowest.

5. There is much greater justification for shift differentials for yardmen who work exposed to hazards of icy footing on cars and on the ground and to the rigors of the elements, than for employees working in the shelter of well-lighted comfortable buildings.

6. In manufacturing in Canada, according to a Department of Labour survey as of April 1, 1959, 92 per cent of the plant employees who worked on shift work regularly were paid shift differentials.

7. In June 1960, in Montreal, out of 106 firms reporting shift work, 105 firms employing 13,452 employees paid shift premiums of one type or another and only one firm employing four persons paid no shift premium. (Montreal Board of Trade Survey, June 1960).

8. In transportation other than railways, a good proportion of the operating employees are paid shift premiums for shift work, as below:

Operating Employees	Work Regularly on a Shift Basis (Column I) %	Shift Differentials Paid (Column II) %	% Column II to Column I
Air Transport	69	65	94
Urban and Suburban Passenger Transport	69	23	33
Interurban Bus and Coach Transport	54	44	81
Trucking	43	15	35

(Department of Labour Survey, April 1, 1959)

9. Even in an "around-the-clock" industry such as electric power, gas and water utilities, 69 per cent of the employees who worked on shift-work regularly were paid shift premiums.

10. In telephone communications, 89 per cent of the employees who may be called on to work shift work get shift premiums when they do shift work.

11. In continuous-operations industries such as primary iron and steel, chemical products, petroleum refining and products, shift premiums are standard and in these industries, 97 per cent, 97 per cent and 99 per cent respectively of the employees who work regularly on a shift basis, are paid shift premiums when they are so engaged.

12. We deny the Company assertion that shift premiums would impair seniority privileges. Shift differentials would add to the value of seniority because a senior man could then choose *either* day shift work *or* more money.

13. In any event this Brotherhood is a better guardian of its members' seniority rights than is the Company.

The Company vehemently opposed the shift premium proposal upon many grounds of which the principal ones were as follows:

1. For the past 40 years, no shift differentials have ever been paid to any train or engine service employees, which includes the yard service employees covered by this proposal.

2. No train and engine service employees other than yard foremen and helpers have ever been paid a shift differential.

3. Small differentials in payment for day and night work in yard service did exist prior to 1916 in the USA for yard foremen and helpers only.

4. In 1916, the eight-hour day was established by the U.S. Adamson Act, and the Switchmen's Union requested the elimination of night differentials on the basis that "the older men should have the daylight work and we cannot see where there is any difference between the service performed."

5. In 1918, appearing before the U.S. Board of Railroad Wages and Working Conditions, President Lee of the Brotherhood (B of RT) stated: "Let the man choose according to his length of service, which one of the shifts he wants, and having done so, not to be required to suffer by drawing a lesser rate of pay, but he should receive the same rate of pay regardless of what shift he may accept. That is my position on that question."

6. In consequence, night differentials were abolished in 1919, at the initiative of this Brotherhood, and from that time until the present there has been but one rate for both night and day in the USA and Canada.

7. However, numerous efforts have been made by various operating Brotherhoods since 1919 to re-introduce night differentials, but without success.

8. For example, efforts were so made in the 1946 and 1948 US rules cases (in which engineers, firemen and yardmen were involved) to restore night differentials but with no success.

9. The matter of night differentials (between the hours of 6.00 p.m. and 6.00 a.m.) is presently a subject of consideration by a Presidential Commission now holding sessions in Washington, D.C.

10. In most cases where night differentials are paid in industry, management has the option of scheduling the work on the day shift or on other shifts, and the differential is an inducement to the Company to program the work for the day shift.

11. As a rule, afternoon and night shift differentials are not paid in industry where production requirements necessitate a seven-day continuous operation, because in these cases, around-the-clock operation is required if service or production is to be delivered on an efficient basis.

12. Railroads, unlike manufacturing plants, cannot stockpile production and must be operated at all hours of the day or night as a matter of public convenience and necessity, so this Company cannot regulate hours of employment as between day and night shifts for train service employees.

13. The Company must assign to shifts around the clock not only train and engine service employees, but also those classes of employees who perform work relating to the operation of trains, e.g., train dispatchers, yardmasters, telegraphers, levermen, ticket clerks, yard office staffs, gatemen, telephone switchboard operators, baggage room staffs, janitors, cleaners, patrolmen, watchmen, signal maintainers, power plant employees, engine-house forces, car inspectors, repairmen and oilers, coach cleaners, etc.

14. The above classes of employees do not now have nor have they requested night or afternoon shift differentials.

15. The shift premiums would grant a bonus to these employees and penalize the Company for doing something it cannot avoid doing, which is contrary to the principle of penalty payments that are provided to induce the Company to eliminate the shifts other than the day shift, which in fact no railroad can do.

16. The employees themselves were responsible for the established single rate principle, effective for more than 40 years, and all agreements now in effect recognize its existence.

17. The single rate principle permits a senior employee to choose the day shift as the preferred shift without any loss of earnings, and the junior employees as a rule are assigned to afternoon and night shifts.

18. This practice has been established for 40 years and employees in the railroad industry expect to start with the less convenient runs and shifts and work up to the more desirable runs and shifts, without receiving premium pay during the time they are accumulating seniority.

Views of Board Chairman—(a) At First Blush: The Board Chairman is sympathetically inclined towards the establishment of shift differentials for work performed on shifts other than day shift, due to the interference with family life and normal living including social and recreational activities.

Also, the normal hours of rest are during the night time, and interference with this pattern (which a night shift particularly causes) is an inconvenience for which compensation should be provided as a general rule.

It is quite apparent that shift differentials can hardly be applied to road service employees, in view of the nature of their work, and, in any event, the dual basis of pay applicable to them takes the place of shift differentials.

However, yard service employees work on the basis of an eight-hour day, five-day week, three-shift operation, and are paid on a *per diem* basis with the time-and-one-half for overtime.

Yard service employees already receive statutory holidays, which road service employees do not, and consequently as a matter of principle there appears to be no reason why yard service employees should not be considered for the application of shift differentials.

(b) On Closer Examination: However, careful consideration of this issue indicates that it is not so simple as it at first appears to be.

In the first place, it appears that the whole wage structure of yard service employees has been developed over the years with due consideration for the fact that no shift differentials were paid. This is illustrated by the basic daily rates and average hourly earnings in yard service which, compared to those in effect in industry generally, appear to be relatively high in view of the skill and training involved.

The rates referred to are as follows:

CNR (1)	1961 Daily	Basic Rates Hourly	1961 Average Hourly Earnings (2)
Yardmasters and Assistants (3)			\$2.69
Yardmasters (4)	\$19.29	\$2.41	
Yard Foremen	18.76	2.35	2.59
Yard Helpers	17.41	2.18	2.36
Switch Tenders	15.07	1.88	2.01
<i>Durable Goods Manufacturing</i>			
Male Wage Earners			2.036 (5)

(1) CNR, Atlantic and Central Regions.
 (2) CNR only, from DBS: *Railway Transport, 1960, Part VI*.
 (3) Presumably System wide.
 (4) Yardmasters on former CG lines south of St. Lawrence River.
 (5) Brotherhood Main Brief, CNR—Restoration of Wage Differentials—Table XI.

In the second place, the new employee hired into yard service may be taken off the street, and, immediately he starts to work, he is paid the full rate for the classification involved; that is, without any period of training or apprenticeship whatever, he is paid the same rate as an employee who may have acquired many years of seniority, if the latter is doing the same job. In practice, therefore, the senior men generally choose the day shift and the junior men must take the night work.

Viewed in the light of these circumstances, there appears to be little justification for shift differentials, as the junior men are already in effect getting a bonus, as compared with the senior men, by drawing the same rate of pay as the senior employees during the time they (the junior employees) are acquiring the necessary skills and techniques which the senior man already possesses by virtue of long experience on the job.

In the third place, as far as this Board can ascertain, there is not now in effect, nor, since 1919, has there been in effect, any provision for night or afternoon shift differentials, for yard service employees, or road service employees, or any other railroad employees on any major railroad in either the United States or Canada.

That this single rate principle has been established for some 43 years strongly suggests that the wage structure for yard service employees has been developed over the years with due regard for the lack of shift differentials.

It might be noted here that shift differentials would be of considerable interest to the non-operating group of employees, which group includes substantial numbers of employees who perform work directly related to the operation of trains, and who are assigned to shift work necessary to maintain operations around the clock. It is the understanding of this Board that

these employees have not made any request for shift differentials in their current negotiations.

Also, it is of interest to note that, the Anderson Conciliation Board, in dealing with the current dispute between the CNR and the Engineers (BLE), refused to recommend a request for afternoon and night shift differentials for engineers in yard service who are also paid on a *per diem* basis and work on an eight-hour day, five-day week basis.

Recommendation—As the Board Chairman is, in principle, in favour of shift premiums for other than day shift, and especially for night shift, and, as he considers that yard work by its nature exposes the employee to the elements and makes work, at night especially, more arduous and more hazardous, very anxious and careful consideration has been given to this request of the Brotherhood.

However, for the reasons outlined above, this Board has somewhat reluctantly come to the conclusion that it is not appropriate that it should recommend the institution of shift differentials at this time.

Brotherhood Proposal No. 10—No Material Change Without Mutual Consent

Proposal: That the following clause be included in the Agreement—"No material change or alteration of conditions of employment shall be made during the currency of the contract unless mutually agreed to by both parties." This proposal is system wide and applies to all collective agreements with the Company.

The presentation by the Brotherhood in support of this request runs to some 41 pages and is too lengthy to deal with here but brief comments are made below.

It is clear that the Brotherhood has made a rather extensive study of the management rights issue, and it agrees that an examination of arbitration awards in Canada bears out Professor Ryder's conclusion that "The vast majority of arbitrators appear to accept the management theory of residual rights and that management retains those rights not limited by the labour agreement." (a)

However, the Brotherhood strenuously disagrees with this view of the vast majority of arbitrators in applying what is termed the "residual rights" approach and supports the contrary view, held by a small minority of arbitrators, which may be termed the "climate of employer-employee relations" view, or the "common law of collective

bargaining" view, from the terms used by Professor Bora Laskin in his well known award written in the Peterboro Lock case, 4 Lab Arb Cas 1499.

The residual rights theory is based upon the principle that a Company retains, under a collective agreement, all the rights and powers that it possessed before there was any collective agreement, except those which it expressly, or by necessary implication, has surrendered or qualified by the terms of the collective agreement.

Literally dozens of arbitration boards have applied this residual rights principle over the years in relation to many issues such as "contracting out" of work, scheduling of overtime, changing production schedules, setting of retirement dates, changing methods and procedures of production, establishing new classifications and so on.

Under the Industrial Relations and Disputes Investigation Act, an employer is not prevented by the statute from altering conditions of employment, if such change is not contrary to the provisions of the collective agreement, except for the period when wages and working conditions are "frozen" by virtue of statutory provision after notice has been given for commencement of collective bargaining.

As wages and hours of work and other major items of working conditions are universally spelled out in any collective agreement worthy of the name, it is perhaps doubtful if any changes unilaterally made by this Company would be as serious as is suggested here by the Brotherhood.

This may be illustrated by the two examples referred to before the Board, viz.: the regulation of interdivisional runs and the rate for car retarder operators.

With respect to interdivisional runs, apparently the Company, after failing to obtain the consent of the Brotherhood, unilaterally took action by instituting the Nakina run-through in the Central Region and by abandoning Redditt as a turn-around point in the Western Region and running train and engine crews through that point from Sioux Lookout to Transcona and return. The Company claims that in both instances the change was designed to improve service to the public and did so.

Without presuming to go into the merits of the "run-throughs," which may involve many factors, surely it must be apparent to any objective observer, that the location of terminals and turn-around points, established perhaps many years ago in the day of steam locomotives with their relatively short range due to servicing requirements for water and coal, would have to be reconsidered and re-adjusted once the steam

(a) M. S. Ryder: *The Collective Bargaining Impact on Management Rights*. Bureau of Industrial Relations, University of Michigan, January 1957.

locomotive was entirely replaced by diesel-electric motive power.

And, in view of the fact that such readjustments may involve the loss of employment or at least affect the earnings of certain employees, to deny to the Company the right to make such necessary adjustments, without first obtaining the consent of the Brotherhood, could be tantamount to denying the Company the right to fulfil one of its major responsibilities, viz., to keep abreast of the times in an effort to meet competition by modernizing and streamlining its operations.

In this connection it is not suggested that the Company should introduce such changes without discussing them in advance with the Brotherhood. Indeed, in all such cases, such impending changes, affecting as they may well do the interests and welfare of the employees, should, as a matter of course, be discussed with the Brotherhood by the Company.

However, if such discussion is not fruitful, and the Brotherhood adamantly sets its face against the proposed changes, or any reasonable modification of them, then the Brotherhood should not be able to exercise a veto in respect to the proposed change, as it certainly could do under its proposed clause for "no material change without mutual consent." But, in such an event, the Company should be able to institute the proposed changes unilaterally, but subject, of course, to its contractual obligations under the collective agreements, and, subject to the Company action being challenged under the established grievance procedure.

Again, with respect to the car retarder operator, the Company did discuss this matter with the Brotherhood, although not obliged to do so, and an agreement was reached. It is true that this was at a time when the agreements were not open and so the Brotherhood's bargaining power was not as strong as otherwise it would be. However, the item is again on the table for bargaining purposes (now the agreements are open) and can be adequately dealt with at this time.

The Company states that in direct discussions, the Brotherhood alleged that this proposal (for No Material Change without Mutual Consent) was designed to prevent the Company from running crews over two subdivisions, from abandoning terminals, instituting new terminals, reducing the number of yard assignments at terminals and having road crews do switching in yards.

This indicates the wide implications of the Brotherhood proposal, that would also prevent the Company from introducing any new methods of procedure or doing this by way of new equipment, with a view to increasing efficiency of operation or reducing costs, without first obtaining the consent of the Brotherhood.

It can hardly be expected that a Conciliation Board would recommend such a proposal at a time such as this, when the railroads in Canada have lost a good deal of passenger traffic to bus transportation, air lines and the private motor car; and when truck transport, commodity pipe lines and water transportation are securing an ever increasing share of freight traffic that was once handled so largely by the railways.

Observations by Board Chairman—In spite of the above, the Board Chairman recognizes that this Brotherhood is seriously concerned with the prospects of the reduction in numbers of railroad employees and that it is only natural for the employees themselves to be very much concerned about the possibility of lay-off. It cannot be denied that the question of technological and other changes, including automation, has presented a very serious problem to unions representing employees in certain fields, and that this problem is a growing one.

This is, of course, in the nature of things, because management, facing the problem of the increasing cost of labour and materials and decreasing returns, is driven to seek more efficient and less costly methods of operation, including, where possible, mechanization and automation of processes and work procedures. That this is a major problem which will require the full co-operation of management and labour alike is generally recognized, but it would appear that the solution is not likely to be readily found and may require, perhaps, the attention of Parliament itself.

However that may be, it is the opinion of the Board Chairman that the Brotherhood proposal, if instituted, might well seriously hamper the Company in exercising the normal management responsibility for carrying on its operations in an efficient manner to meet the intense competition which it must face.

Recommendation—For the reasons outlined above, this Board does not see fit to recommend the adoption of the Brotherhood proposal.

This Board does recommend that, without any contractual requirement so to do, this Company should discuss with the Brotherhood impending changes in opera-

tion that would substantially affect the work security of the employees or their earnings, in recognition of the legitimate interest of the Brotherhood in the welfare of its members and the natural sensitivity of the employees to the question of work security.

The intent of this recommendation is that, in the event of such discussion, the failure of the parties to agree would leave it open to the Company to take such action as it saw fit, subject, of course, to its contractual obligations under the collective agreements.

Brotherhood Proposal No. 11—Extension of Yardmasters Agreement

Proposal: "Please accept this authorized notice of our desire to request that the agreement covering rates of pay and working conditions of yardmasters and assistant yardmasters on lines in Canada, be extended to include yardmasters and assistant yardmasters employed as such south of the St. Lawrence River, on the Atlantic Region. It is our desire to discuss this matter in conference in conjunction with notices served under existing agreements covering yard service employees."

Yardmasters and Assistant Yardmasters—Yardmasters and assistant yardmasters on all lines in Canada on the CNR, except for former Government Railway lines south of the St. Lawrence River, are covered by uniform rates of pay and working conditions. These yardmasters, working under the Yardmasters agreement are paid by the month, they may be worked split shifts and may be called for overtime with a minimum payment of two hours per call.

Under the yardmasters agreement there is a classification and rate for assistant yardmaster and three separate rates for yardmaster as follows:

Yardmaster, first class	
yard	\$496.19 per month
Yardmaster, second class	
yard	482.83 per month
Yardmaster, third class	
yard	469.46 per month

Under this yardmaster agreement, qualified yardmasters are compelled to take yardmasters work to protect their seniority.

Yardmasters on Former CG lines South of St. Lawrence River—These yardmasters do not have a separate agreement but are covered by the Eastern Agreement which also covers conductors, baggagemen, flagmen, brakemen and yardmen. The yardmasters south of the St. Lawrence River are paid upon a daily rate basis, cannot be worked split shifts and if called on overtime are entitled to a minimum of eight hours per call.

There is only one rate for yardmasters south of the St. Lawrence River and there is no classification of assistant yardmaster. These yardmasters are permitted to waive yardmasters work while still protecting their seniority rights. These yardmasters, south of the St. Lawrence River, are paid at the rate of \$19.29 per day.

The Brotherhood says this is the equivalent of \$385.80 per month based on a 20-day month of five days per week for four weeks. The Company says this is the equivalent of \$424.38 per month based on an average of 22 working days per month.

It is noted that the separate agreement for yardmasters and assistant yardmasters was negotiated in May 1945, and in April 1959 this separate agreement was extended to cover the yardmasters at Joffre yard at Charnier, P.Q., on the south shore of the St. Lawrence River. It would appear that there are some 33 yardmasters south of the St. Lawrence River who are involved, of whom 25 are employed in the equivalent of first-class yards.

It also appears that the increase required to bring the 25 yardmasters in line with first-class yardmasters, employed in yards north of the St. Lawrence, would be \$76.63 per month or the sum of \$919.56 per year. This figure of \$76.63 per month for the parity increase is a Company figure, but for present purposes it may be used with some confidence as it is lower than the Brotherhood figures referred to above which suggest that the yardmasters in first-class yards north of the St. Lawrence River earn \$110.39 per month more than their opposite numbers south of the St. Lawrence River.

Whatever the exact figures are, it is clear that the increases required to produce parity would be very substantial, quite apart from any general wage increases. For this reason, it is considered that the increase, required to produce parity, should not be applied all at once, and, that partial increases would have to be applied at staggered intervals, during the renewal period of the collective agreements, with the intent that by the termination date of the renewed collective agreements full parity would be reached.

Recommendation—This Board recommends that the parties to this dispute negotiate an agreement providing for:

1. The elimination of the present differential existing for yardmasters work north and south of the St. Lawrence River.

2. Such elimination to be made in graduated steps during a period expiring May 31, 1964.

3. A reclassification of yardmasters south of the St. Lawrence River into one or more of the three categories—yardmasters, first class; yardmasters, second class; and yardmasters, third class.

4. The complete integration of the yardmasters south of the St. Lawrence into the system yardmasters agreement to become fully effective by May 31, 1964.

Brotherhood Proposal No. 12—Car Retarder Operators

As both the Brotherhood and the Company have proposals with respect to the car retarder operators, it is more convenient to deal with the whole issue at once. Accordingly, both the Brotherhood and the Company proposals will be dealt with in Chapter IV to follow, under the heading of Company Proposal No. 2.

Brotherhood Proposal No. 13—Health and Welfare

Proposal: (1) That entire cost of health and welfare be borne by the Railway, and (2) contributions to continue while the employee is on Workmen's Compensation.

Part (1) of the above proposal is system wide in application and relates to all employees represented by the Brotherhood. Part (2) appears in the proposals for the East only and has been omitted from the Western proposals.

As of October 1, 1959, the employees represented by this Brotherhood were admitted to coverage under the employees benefit providing coverage to the non-operating group of employees. Before this date, i.e., on February 16, 1959, the Brotherhood and the Company had agreed that, beginning with admittance to the plan, the Company would deduct \$4.87 per month from the wages of each participating employee and that the Company would contribute each month an amount equal to the amount so deducted.

It has turned out that the cost of the coverage provided now amounts to \$10.44 per month, which is 70¢ per month per employee greater than the \$9.74 per month, upon which the \$4.87 figure referred to above was based. The Company has refused to increase its contribution of \$4.87 per month so the employee must make up the difference and consequently the employee is now paying \$5.57 per month.

Recommendation—This Board recommends that the total cost of the health and welfare plan be shared equally by the employees and the Company with each contributing 50 per cent of whatever the total monthly cost may be. At present figures this would require a contribution by deduction of \$5.22 for each participating employee, which would be matched by a Company contribution of the same amount.

This Board does not see fit to recommend the continuance of contributions while the employee is drawing Workmen's

Compensation, particularly as the present plan does not so provide for the other groups covered by it.

Brotherhood Proposal No. 14—Yardmen's Vacation Benefits

Proposal: Request that the yardmen's vacation agreement be the agreement in effect prior to 1958, with the amendment to provide for the extended period of vacations on the same basis that is in effect on the CPR. This proposal is applicable to yard service employees only and is system wide.

The current vacation agreement was adopted in 1959 at the conclusion of the negotiations for the 1958 wage movement, and provided for converting from the former *per diem* basis to the present percentage basis. This change was of great benefit to the road service employees because the previous *per diem* basis only provided one basic day's pay for each vacation day whereas the percentage basis enabled road service employees to earn greatly increased vacation benefits based upon their earnings under the dual basis of pay.

However, the yard service employees claim that they have suffered a loss by the change to percentage basis and now want to change back to the *per diem* basis. But there is more involved in the proposal than that, because the Brotherhood seeks to restore the previous *per diem* basis plan in full (with an amendment to cover the extended period of vacations) to regain certain benefits which are not part of the percentage plan but were part of the *per diem* plan, as follows:

1. Time off duty on account of *bona fide* illness, injury, or to attend to organization business, not exceeding 50 days in any calendar year, was included in the computation of service for vacation purposes.

2. A spare yardman, if available, got credit for the time he was available on the spare board (i.e., not having booked off) even though he did not work.

3. A yardman was compensated for vacation on the basis of the rate of pay for the service last performed, i.e., to which he was assigned at the time of taking his vacation.

The Brotherhood supports this proposal on the following grounds:

1. A *per diem* basis is more suitable for yard service, as yard employees are paid on an hourly basis, working regularly eight hours per day, five days per week, almost without variation. Roadmen, paid on a mileage basis, work twice as many basic days per month.

2. There is such a great difference in the method of payment for the two classes of service that it is impossible to cover both classes of service equitably by the same rule.

3. There is nothing in the percentage basis of pay to compensate yardmen for the loss of the conditions in the former *per diem* plan that protected the vacation pay of yardmen in certain circumstances (see items (1), (2) and (3) above).

4. On the CPR, the yard employees refused to accept the percentage plan for vacation purpose, and the dispute having been referred to a conciliation board, the result is that yardmen on the CPR have retained the *per diem* basis for their vacation agreement whereas roadmen are paid on a percentage basis.

The Company strenuously opposes the Brotherhood proposal upon the following grounds:

1. The change in 1958 from the *per diem* basis to the percentage basis cost the Company in the order of \$200,000.00.

2. At the time, the Company offered to continue the *per diem* arrangement amended to provide four weeks after 35 years or to install a percentage system.

3. The Brotherhood chose the percentage system and now seeks to retain the substantial advantages of it but wants to get rid of any disadvantages.

4. The Company denies that in general, yardmen suffered a loss by converting to the percentage basis because, although some individuals who do not work regularly may do so, yardmen as a group would gain on the percentage basis, since under it, payment is based upon gross earnings including overtime.

5. Yard engineers and yard firemen are daily-rated employees, yet in every case they receive vacation payment on a percentage basis, instead of a *per diem* basis, and yet no request for a *per diem* payment has been made by them.

6. If interchangeable rights were established as the Brotherhood proposes, and the Company agrees with some reservations, it would be a great benefit to have both yardmen and roadmen on the same basis, i.e., percentage basis, as they now are for vacation payment purposes.

Recommendation—This Board is not satisfied that it should interfere with a change made so recently as in the negotiations for renewal of the agreements expiring in 1958, which concluded in 1959, by the signing of the present agreements, the renewal of which is presently the issue before this Board. This is particularly so in the instant case, where the overall change, from a *per diem* basis to the percentage basis, was made at a substantial cost to the Company which cost is an annually recurring item.

Also, even if this Board were disposed to recommend changes, it would not be in favour of restoring at least two of the former conditions applicable to vacation entitlement, viz.:

1. The provision that a spare yardman would get credit for the time he was on the spare board, and available, even though he did no work.

2. The provision that a yardman should be compensated for vacation on the basis of the work last performed, i.e., the service to which he was assigned at the time of taking his vacation.

For the above reasons, this Board is not prepared to recommend the adoption of this Brotherhood proposal.

Brotherhood Proposal No. 15—Composite Service

Proposal: "A rule to provide that all straight time shifts in combination service as yardmaster and/or yardman will be counted to make up the five-day work week." This proposal is applicable to yard service only and is system wide.

The Brotherhood statement in support of the proposal is as follows:

"In 1952, yardmen and yardmasters voted for a five-day work week, and a five-day agreement was negotiated and became effective October 1, 1953. One condition of the agreement was that days worked under any other agreement could not be included in computing the five days of the work week. At present, the yardmasters work under a separate agreement, so it is possible for a yardman who is a spare yardmaster, to work in excess of five straight time shifts in a week. This is a source of dissatisfaction due to the fact that some men work seven or eight days in a week when spare men are working only three or four days.

This is entirely contrary to the principle of the five-day work week, and could be corrected by an agreement as requested."

The Company strongly opposed this proposal mainly upon the following grounds:

1. The Brotherhood seeks to take service under one agreement and combine it with service under another agreement for overtime purposes.

2. Such arrangements are not now permissible even under one agreement, as, for example, when a yard helper is used as a yard foreman.

3. Under the Brotherhood proposal, if the combined shifts in one week exceeded five, then overtime would be applicable, but this is contrary to the present rule—see Question 4, Appendix 4, page 131 of the Eastern Trainmen's Agreement which reads as follows:

"4. Q. A regularly assigned yard helper after eight hours relief from duty is used as a foreman at *pro rata* rate and resumes his regular assignment as yard helper. Can he work his five straight time shifts as a helper in addition to the shift worked as yard foreman in his work week?

A. Yes."

4. The above rule applies to many situations, e.g., a hostler working as fireman, a fireman working as engineer, a switch tender working as yard helper, a yard helper working as yard foreman, and a yard foreman working as yardmaster.

5. Again, this is illustrated by Article 93-A, (g), Overtime Provisions, Clause 1, V, at page 73 of the Eastern Trainmen's Agreement which reads as follows: "(g) Overtime Provisions. 1. Employees worked more than five straight time eight-hours shifts in yard service in a work week shall be paid one-and-one-half times the basic straight time rate for such excess work except: . . . (V) Where paid straight time rates under existing rules or practices for a second tour of duty in another grade or class of service."

6. The result is that, if an employee is working in a relief capacity in another grade or service (thus exercising his seniority), he cannot add this relief work, to make up the 40-hour work week.

7. See also Article 1-A, Clause 3 of the Western Yardmen's Agreement at page 8 which reads: "Any tour of duty on road service shall not be considered in any way in connection with the application of the provisions of the five-day work week, *nor shall service under two agreements be combined in any manner in the application of the five-day work week.*" (Emphasis supplied.)

8. The same language is found in Article 93-A (g) clause 3, page 73 of the Eastern Trainmen's Agreement.

9. Rules are also found in the agreements with both the Locomotive Engineers (BLE) and the Firemen (BLF & E) which are to the same effect and which give the Company the same protection.

10. The above rules are inextricably interwoven into the "warp and woof" of the 40-hour work week provisions that were negotiated with this Brotherhood and became effective October 1, 1959.

Recommendation—The Brotherhood has not satisfied this Board that the recommendation of this proposal is warranted at this time, nor has it adequately answered the Company submission that the adoption of the proposal would seriously interfere with the present rules relating to the operation of the 40-hour week.

Certainly on the face of it, the proposal might well cause the Company to pay considerably more overtime, although the Brotherhood denies that this is the purpose for the proposal as the intent behind it is to spread the work. In addition to the above, it appears that the other running trades have similar rules in effect as are presently in effect between this Company

and this Brotherhood with no requests for amendment.

For the above reasons, this Board does not consider it would be justified in recommending the adoption of this proposal at this time.

Brotherhood Proposal No. 16—Revision of Article 147—Questions and Answers

Proposal: "Request Revision of Article 147 by correcting the answers to questions on page 155 of the schedule in order to protect established seniority." This proposal is limited to yard service in Eastern Canada only.

This proposal is actually proposal No. 22 of the Supplementary Proposals—Regional Rules, contained in the supplementary notices for yard service. It was listed here as a Brotherhood main proposal because it was so dealt with at the Board hearings, but in the opinion of the Board Chairman this was a mistake, as there is no reasonable basis for classifying this proposal as such. Indeed it is doubtful if this proposal would affect any more than a relative handful of the members of this Brotherhood.

Therefore, there would appear to be no justification for dealing with this relatively minor proposal in conjunction with the main Brotherhood demands, and accordingly, it will be dealt with in its proper place in Chapter V below when the Brotherhood's Supplementary Proposals—Regional Rules, are considered.

CHAPTER IV—TEN COMPANY PROPOSALS

No. 1—Work Within Switching Limits

Proposal: (1) Delete Articles 102 and 140, Atlantic, St. Lawrence & Great Lakes Regions and substitute a new article 140; (2) make a similar revision of Article 4, Clause (b) of the Western Yardmen's Agreement. This Company proposal applies to yard service primarily and is system wide in its application.

The present Articles 102 and 140 read as follows:

Article 102—Switching Limits Defined—"The necessity of changing or re-establishing recognized switching limits, in order to render switching services required because of extension of industrial activities and territorial extension of facilities, must be recognized.

The present switching limits will be designated by general notice at all points where yard engines are assigned and will only be changed by negotiations between the proper officer of the Railway and the general chairman. The concurrence of the general chairman will not be withheld when it can be shown that changes are necessitated by industrial activities and territorial extension of facilities. Yard limit boards may or may not indicate switching limits."

Article 140—Yardmen's Work Defined—"Switching, transfer and industrial work, wholly

within the recognized switching limits, will, at points where yardmen are employed, be considered as service to which yardmen are entitled, but this is not intended to prevent trainmen from performing switching incidental to their own train or assignment.

At points where yardmen are employed and a spare list of yardmen or joint spare list from which yardmen are drawn, is maintained, yardmen will, if available, handle work, wreck, construction, snow plow and flanging service performed wholly within the recognized switching limits, and be paid at yard rates and under yard conditions."

The Company proposal would delete Articles 102 and 140 set out above and substitute the following as Article 140:

Proposed Article 140—Work Within Switching Limits—"Work Within Switching Limits: At points where yardmen are on duty they will be given preference over trainmen to switching, transfer and industrial work wholly within the recognized switching limits. This is not intended to prevent trainmen from performing, switching incidental to their own train or assignment.

At points where yardmen are employed and a spare list of yardmen or a joint spare list from which yardmen are drawn, is maintained, yardmen will, if available at *pro rata* rates, handle work, wreck, construction, snow plow

and flanging service performed wholly within the recognized switching limits, and be paid at yard rates and under yard conditions.

This rule does not apply to areas that have switches locked or are isolated from operating yards.

Switching limits will be designated by general notice at all points where yard engines are assigned, and such limits may be changed as necessitated by industrial development and territorial extension of facilities. Yard limit boards may or may not indicate switching limits."

The Company states that the general purpose of the proposal is the modification of the present artificial work ownership rules and specifically the purpose of the proposed revision is threefold, viz.:

1. Remove limitations in the rules that prohibit road crews from performing switching within switching limits.

2. Remove any requirements, express or implied, for the employment of yardmen on work in shop or plant areas which can be performed more usefully and economically by other crafts.

3. Remove any restrictions on management's right to change switching limits.

These three main objectives of the Company will be considered separately as follows and in each case the respective positions of the Company and the Brotherhood will be set out.

FIRST COMPANY OBJECTIVE

To Remove Limitations in the Rules Which Prohibit Road Crews from Performing Switching Within Switching Limits

Company Position—The Company supported this objective as follows:

1. The present rules impose severe restrictions on the use of road crews to perform switching in yards and other locations within switching limits.

2. The present rules prohibit road crews from doing such work except in connection with their own train or where yard crews are not employed.

3. Thus the present rules establish arbitrary work ownership lines between yard and road employees, which is costly, wasteful and detrimental to public service.

4. There is no functional difference between road and yard work and in fact, road crews perform all the operations which are performed by yard crews, in locations where no yard crews are employed.

5. At many locations the services of road and yard crews are interchangeable, and the Brotherhood request before this Board for interchangeable seniority rights would make this condition system wide.

6. Road and yard crews all work under the same uniform code of operating rules; both use the same types of equipment and employ the same set of signals and operating techniques.

7. Road work is separated from yard work only by geographical lines or boundaries known as "switching limits" which are established locally and may be varied from time to time.

8. The unwarranted restrictions of the present rules have a profound and far-reaching effect upon the operation of the railway—efficiency is impaired because of delay, and excessive costs are incurred in the movement of cars.

9. It is a waste of manpower and equipment for road crews to stand idle waiting for yard crews to perform switching that the road crews are fully qualified to do.

10. These restrictions deprive the Company of the flexibility it requires to provide efficient, economical service to the public which it must do to meet its competition.

11. Under present highly competitive conditions, customers often demand that a car be spotted at once upon arrival, and it is not always feasible to have a yard engine immediately available to do the work.

12. Being fully aware that the railways no longer enjoy a monopoly in the field of transportation, shippers will no longer brook delay, as other transportation media will provide flexible efficient service if the railroads cannot do so.

13. The Company proposal would diminish the impact of wasteful, arbitrary intra-craft distinctions and permit road crews to switch in yards as the interests of efficiency may dictate.

14. There is no logical reason for denying the Company the right to utilize road crews when the situation warrants it, particularly when the work is work the road crews are fully qualified to do.

15. For a road crew to stand idle, waiting for a yard crew to perform work that the road crew could perform while the yard crew was busy doing other work, is a form of "featherbedding" which should stop.

16. In a yard where there are no yard crews assigned, road crews perform this same work with no question.

17. The Brotherhood continually harasses management with claims that seek to make these restrictions in the rules ever tighter and to establish an "iron curtain" between all road and yard work (the examples cited are set out under a separate heading below entitled Examples of Harassment).

18. Other examples could be cited (some of the cases are still in process) but the important fact is that these actions by the Brotherhood seek to develop and foster the iron curtain philosophy.

19. The imposition of such restrictions between road and yard crews is detrimental to the interests of both the Company and the employees.

20. For many years, trainmen in Western Canada have been doing switching as the Company required, and have not suffered because of the arrangement.

21. Experienced operating officers of the Company would not consider using road crews to do yard work if a yard crew were on duty and available, because it would be uneconomic to do so (as the Company would have to pay terminal delay).

Examples of Harassment—The Company cited the following examples of harassment by the Brotherhood:

- a. *Belleville-Lindsay Way Freight*. "On Saturday, June 11, 1960, the crew on the Belleville-Lindsay way freight was required to switch out a "piggyback" load at the ramp at Peterborough for unloading. The job required only 40 minutes but the crew on the way freight submitted claims for an additional, day's pay for "performing yardmen's work". A yard crew enjoying one of its assigned rest days (yet eager to share the spoils) also submitted claims for a day's pay on the basis that a road crew had performed work to which it was entitled. These employees were attempting

to extract 48 hours compensation from the Company for a job that required only 40 minutes to perform and for which the road crew was already well paid."

b. *Quaker Oats Company—Peterborough.* "On another occasion the Quaker Oats Company at Peterborough asked for an extra train on Saturday morning to deliver 15 loads that were urgently required. A train was run from Lindsay to Peterborough, the loads were spotted as requested and some empty cars were picked up. There was no yard engine on duty at Peterborough, as Saturday is an assigned day off for yard crews, but nevertheless the road crew (that had been on duty for a total of only four hours and forty-five minutes and had received a full day's pay for the trip) submitted claims for an additional day's pay for performing yard work."

c. *Mail Car—Belleville.* "This 'iron curtain' philosophy extends to passenger switching as well. For many years, the passenger crew on train No. 5 (Montreal-Toronto) has switched out a mail car at Belleville each trip and occasionally has added a coach to accommodate passengers between Belleville and Toronto. The crew recently started claiming an additional day's pay at yard rates in each instance that cars were so handled. The crew claimed it was doing switching to which Belleville yardmen were entitled."

d. *Turcot Yard (Montreal).* "Train numbers 300 and advance 300, handling eastbound piggyback traffic and operating through to Bonaventure freight terminal at Montreal, set off at Turcot yard (Montreal) cars destined for transfer to Montreal yard (Cote de Liesse). Some of the road crews make the set-offs at Turcot without complaint, and later, transfer yard crews pick them up and deliver them to Montreal yard. Other road crews refuse to set off such cars, and in such instances the Company is expected to have a yard engine 'sitting idly by' waiting arrival of trains 300 and advance 300 to set off the cars in order that the road crews may proceed to Bonaventure. Meanwhile the road crews are 'sitting idly by' while the yard crews set out the cars."

e. *London Auxiliary—Brantford Yard.* "On November 7, 1960, a crew was ordered to London to handle the London auxiliary (wrecking equipment) for the purpose of rereiling equipment at Brantford yard and to return the auxiliary to London. The crew was on continuous duty from time required to report until time released on return to London. Despite this fact, a yard foreman and two yard helpers who were available for work on the spare board at Brantford submitted claim for eight hours at yard rates, because they were not called for the auxiliary service in Brantford yard. Recently this claim was supported by Canadian Railway Board of Adjustment No. 1."

f. *Brantford—Two Cars of Auto Parts.* "On December 26, 1960, an eastbound freight train was instructed to lift two cars of auto parts at Brantford for Hamilton. A switch was required because the two cars were located behind five other cars in the track. The crew was compensated at wayfreight rates for the entire trip and in addition, submitted claims for eight hours more pay at yard rates for performing the switch, which it was claimed was yardmen's work. The claims were not paid but the grievance procedure has not been exhausted."

Brotherhood Position—The Brotherhood strenuously opposed the Company's first proposal, and its objections to the first main

Company objective above may be summarized as follows:

1. We deny that there are any artificial work ownership rules involved here and the dispute is certainly not concerning work ownership.

2. For over 75 years we have successfully represented the two crafts of yardmen and roadmen, that were brought into being by the railroads as men were hired either in yard or road service, and there they remained with seniority in the one craft only.

3. The only protection yardmen have for their craft and their seniority is the switching limits that serve as boundaries of closed yards, and the work within the switching limit is work to which the yardmen are entitled.

4. Closed yards are established solely at the whim of the railways (as it is their prerogative to do) and are abolished in the same way.

5. No closed yard was ever established at the insistence of this Brotherhood.

6. This Company proposal would give as a preference to yardmen the work which contractually is their basic right within switching limits, which they were hired by the railway to perform and which is the only work to which they hold a claim by right of seniority.

7. The Brotherhood's proposal as to interchangeable rights would not give to either yard or road employee any retroactive seniority as this would be accomplished on a "top and bottom" basis.

8. We deny the statement by the Company that there is no functional difference between road and yard work—a yardman has some knowledge of the duties of a brakeman, but there are many features of the work he would be unfamiliar with, and the same is true of a brakeman working in the yard.

9. As to examples of harassment referred to by the Company, the Quaker Oats case (example (b) above) was submitted to Canadian Railway Board of Adjustment No. 1 and the contention of the employees was not sustained.

10. As a result of this decision the claim in respect to the Belleville-Lindsay way freight of June 11, 1960 (example (a) above) was withdrawn.

11. Also the claim in respect to the Belleville mail car (example (c) above) was withdrawn.

12. Thus of three cases cited by the Company of harassing tactics by this Brotherhood, one case was settled in the Company's favour under the grievance procedure, and the other two cases were withdrawn by the Brotherhood.

13. With respect to the Quaker Oats case, there was no yard engine on duty as it was on a Saturday, which is an assigned day off for yard engines. As the decision of the Board of Adjustment was against the employees, it seems clear that there is no real basis for the Company argument that wherever yardmen are employed regardless of whether or not they are on duty, the Company must bring the yardmen on duty to perform a few switches which a road crew could perform.

14. Yardmen are paid on an hourly basis while roadmen are paid on a mileage basis. Yardmen's basic rates of pay are higher than those of roadmen.

15. What the Company is seeking to do by this proposal is simply to have work performed at a lesser rate of pay and, indeed, in most cases with no rate of pay at all, as the road crews are upon a mileage basis and the time engaged in switching at these intermediate points would be applied against the time consumed on the trip as a whole and therefore would be done gratis.

16. What is desired by the Company is the unilateral right to shift one craft into the work of another craft within the same tour of duty.

Views of Board Chairman With Respect to Company Objective to Remove Limitations in the Rules that Prohibit Road Crews from Performing Switching Within Switching Limits—The Board Chairman considers that the Company has satisfied the onus resting on it to establish that it is entitled to relief from the strictness of the rigid interpretation placed by this Brotherhood upon the present wording of Article 140 of the Eastern Agreement.

The necessity for this relief is well illustrated by the examples of harassment cited by the Company and set out above in (a), (b), (c), (d) and (f). Example (e) is specifically not referred to here as the claim of the yard foreman and two helpers on the Brantford yard spare board was sustained by way of grievance, but this is presumably because Article 140 uses the word "employed".

The extreme position taken by the employees and the Brotherhood is illustrated by the Belleville-Lindsay way-freight cases, referred to in (a) above, where, for 40 minutes work for switching out a piggyback load at Peterborough, for which the road crew had already been paid, claims were submitted for an additional day's pay for the road crew, on the basis that they had performed yardmen's work, and a yard crew, which was not working that day, as it was its assigned rest day (Saturday), also submitted a claim for one day's pay on the basis that the road crew had performed work to which they were entitled.

Thus, under the present wording of Article 140, claims were filed against the Company for \$107.10 in pay for 40 minutes work for which payment had already been made.

It must be said at once that this claim was subsequently withdrawn, but, it is of little avail to say that some of these cases were decided adversely to the employees, and some were later withdrawn, because the very fact that these claims were made demonstrates that the present wording of Article 140 encouraged an attempt by road crews, on the one hand, and yard crews, on the other hand, to take advantage of the unfortunate or mistaken or ambiguous wording of a schedule rule to claim double and even triple payment for the same work.

Also, the fact these cases progressed as far as they did, indicates that this attitude on the part of the employees is shared by, and, indeed, encouraged by this Brotherhood in Eastern Canada.

The Board Chairman is unable to agree with the Brotherhood that Article 140 (together with Article 102) in the Eastern Agreement is the "heart of the Yardmen's Agreement" and as such is sacrosanct so that amendment of Article 140 would destroy the yardmen's craft and acquired rights and, in effect, destroy collective bargaining itself insofar as yardmen are concerned.

The reasons for this conclusion are threefold as follows:

1. There is no language in the Western rule (Article 4, Clause (b)) which states that "switching will, at points where yardmen are employed, be considered as service to which yardmen are entitled", and road crews in Western Canada have for many years been doing switching as the Company required.

2. Yet it can hardly be said that in Western Canada the craft of yardmen has been destroyed or that it has no collective bargaining rights remaining for it.

3. There is no Article 140 or schedule rule equivalent to it in the agreement between this Brotherhood and the Canadian Pacific Railway, which employed 2,948 yard service employees in 1960, and it can hardly be seriously suggested that the craft of these employees has been destroyed or that their collective bargaining rights are non-existent.

In addition, the Board Chairman finds it difficult to agree with the Brotherhood submission that there is a functional difference between road and yard work that is of any serious significance in respect to this Company proposal concerning switching within switching limits.

The reason for this view is that, at present, road crews do perform all of the operations which are performed by yard crews, in locations where no yard crews are employed, and both yard and road crews work under the same uniform code of operating rules, use the same types of equipment and the same set of signals and operating procedures. Also, it appears that in the Atlantic Region, road and yard service already have interchangeable seniority rights.

It is quite true that yardmen and roadmen are paid upon a different basis, but this fact alone, taken in conjunction with the factors above, is not sufficient to warrant a conclusion that road and yard service are actually distinct crafts rather than separate classifications within the same craft.

It may well be that the Company is attempting to find a means of having switching performed at a lower rate of pay, as is alleged by the Brotherhood, but in the light of the present-day intensive competitive struggle for freight traffic between the railroads and other media of transportation, surely this objective is quite understandable and in the long run should operate to benefit the employees of the railroad.

The Chairman cannot agree with the Brotherhood submission that the Company proposal would permit the railroad to have the work done gratis, because to the extent that switching is done by road crews, it must be paid for, as road crews under the dual basis of pay are always under pay when on duty, and indeed the conversion rule provides a higher basis of pay to compensate for interference with the ability of the road crews to get over the road.

Recommendation—This recommendation deals solely with the First Company Objective set out above, and relates primarily to paragraphs 1 and 2 of the Company-proposed new Article 140 for the Eastern Agreement.

In this respect, for the reasons outlined above this Board considers that the railroad has made out a substantial case for relief from the onerous provisions of the present Article 140 in the Eastern Agreement, dealing with yardmen's work within switching limits. This is particularly so, because of what is considered to be the extreme position taken by the employees and the Brotherhood in Eastern Canada, as to what is a proper interpretation of the language used in the first two paragraphs of the present schedule rule (Article 140).

Accordingly, this Board recommends that the wording of Article 140 in the Eastern Agreement be modified to suit the reasonable requirements of the situation, and in such a way as to prevent any harassment of the Company by unjustified claims of the nature of those set out in the examples above.

As many hours were spent by this Board in an effort to work out suitable language for the changes required, without success, and, as the implications of any change may be considerable, with consequent difficulty and hazard in the language being drafted by those not saddled with the responsibility of operating under the amended rule, it is considered that the required revision to Article 140 should be worked out by the parties to this dispute.

This Board further recommends that the relief afforded to the Company by the proposed amendments to article 140 should not be limited solely to intermediate terminal but that a reasonable measure of relief should also be provided in respect to switching at terminals themselves.

The Reason the Above Recommendation is Limited to Eastern Canada—The recommendation immediately above concerns the First Company Objective which is "To Remove Limitations in the Rules which Prohibit Road Crews from Performing Switching Within Switching Limits."

The reason the above recommendation relates to Eastern Canada is that the Western schedule rule dealing with switching within switching limits has no language similar to, or the equivalent of, the language in present Article 140 of the Eastern Agreement that is considered to be unduly restrictive.

This is illustrated by the juxtaposition of the relative parts of both the Eastern and Western schedule rules as follows:

COMPARISON OF AGREEMENT PARTS

Article 140, Eastern Canada Yardmen's Work Defined

Switching, transfer and industrial work, wholly within the recognized switching limits, will, at points where yardmen are employed, be considered as service to which yardmen are entitled, but this is not intended to prevent trainmen from performing switching incidental to their own train or assignment.

At points where yardmen are employed and a spare list of yardmen or a joint spare list from which yardmen are drawn, is maintained, yardmen will, if available, handle work, wreck, construction, snow plow and flanging service performed wholly within the recognized switching limits, and be paid at yard rates and under yard conditions.

Article 4, Clause (b), Western Canada

Yardmen will do all transfer, construction, maintenance of way, and work train service exclusively within switching limits, and will be paid yard rates for such service. Switching limits to cover all transfer and industrial work in connection with terminal.

NOTE:

The above language in the Western Agreement specifically *omits* the word "switching."

Conclusion—In view of the above, and of the Company statement that "trainmen in Western Canada have for many years been doing switching as the Company required and have not suffered because of the arrangement," it is not considered that any recommendation by this Board is warranted in respect to the amendment proposed to Article 4, clause (b) of the Western Agreement insofar as the First Company Objective is concerned, i.e. the removal of restrictions in the rules which prohibit road crews from performing switching within switching limits.

SECOND COMPANY OBJECTIVE

To Remove any Requirements, Express or Implied, for Employment of Yardmen on Work in Shop or Plant Areas That Can be Performed More Usefully and Economically by Other Crafts

This second Company objective relates to the third paragraph of the proposed new Article 140 for Eastern Canada set out above, which paragraph reads as follows: "This rule does not apply to areas that have switches locked or are isolated from operating yards."

Company Position—In recent years, small machines (e.g. Trackmobile, Hough Payloader) have been manufactured suitable for moving cars in and around shops and rail reclamation points (scrap yards). These machines are not comparable to a locomotive and cannot perform the kind of switching done by a locomotive.

For example, a diesel switching locomotive commonly handles without any difficulty cuts of 60 to 80 cars and more, while the Trackmobile cannot handle more than four or five cars at a time without voiding the manufacturer's warranty. The Trackmobile is, in fact, a jeep equipped with retractable flanged wheels and special gearing, and costs about \$17,000, whereas a diesel locomotive costs in excess of \$200,000.

These machines move a small number of cars in areas that are isolated from operating yards, and are not used in normal yard operations. The use of these machines increases efficiency in the plants in which they operate. In the past, large shop staffs were often idle while waiting for yard engines to become available from the operating yard to move cars from one part of the plant to another so that work might proceed. The new machine eliminates such delays.

As these machines are only operated behind locked switches, there is no need for the use of running-trades employees to operate them because the movement of the machine is not required to be controlled by the uniform code of operating rules. Shopmen are fully capable of handling these machines and it is only reasonable that they do so, because the machines are only used a portion of the time and thus the shop men may be usefully employed elsewhere when the machine is not in use.

Because the area in which these machines operate is "wholly within the recognized switching limits" in words of the present Article 140, in the Eastern Agreement, the Brotherhood has insisted that a three-man yard crew be assigned to equipment such as the Trackmobile at Pointe St. Charles, although there is room in the cab of the machine for one man only, viz., the operator.

A Trackmobile was placed in service at Pointe St. Charles car shops early in 1957 and two shop craft employees were assigned to it—one to operate it and one to couple and uncouple cars. For more than three years, this machine operated on this basis with no indication whatever that the operation was unsatisfactory or unsafe.

In the summer of 1960, Canadian Railway Board of Adjustment No. 1 ruled that Article 140 entitled yardmen to the work, but did not hold that the so-called full crew rule, Article 135, applied. Instead, the Board instructed the parties to further negotiate upon the consist of the crew.

During these negotiations, the Brotherhood insisted that a yard foreman and a helper be assigned to the Trackmobile, while the railroad insisted that one yard foreman was all that was necessary.

Since August 15, 1960, in compliance with the spirit of the Board's decision, a yard foreman has been assigned to this Trackmobile.

Although it may be correct that the yard foreman now assigned to this machine does control its movement by hand signals in accordance with the Uniform Code of Operating Rules, there is no necessity for him to do so for two reasons viz.:

a. The machine is operated behind locked switches and the machine operator who is receiving the signals is not qualified in the Uniform Code of Operating Rules.

b. Before the placement of the yard foreman on the Trackmobile, the shop crafts employee, whom he replaced, had no knowledge whatever of the Uniform Code of Operating Rules, nor was he familiar with hand signals given in conformity therewith and yet the operation was entirely satisfactory.

The Brotherhood to this day still insists that more than one yard employee be assigned to this machine, although there is no work whatever for the additional employee to do and no facility to convey such employees.

When Article 140 was written, it was never contemplated that it would apply to small machines isolated from switching areas as is the case at Pointe St. Charles, where the machine is also operating behind closed switches so no other traffic can interfere. Unfortunately, the language of the rule does not make this necessary distinction.

Article 135, requiring that a yard crew shall consist of one foreman and two helpers, was written to cover yard crews assigned to conventional locomotives long before the development of the Trackmobile. A yard crew is not required on such a machine and can perform no useful function, and consequently their use is a pure waste of the man's time and the Company's money. Indeed, the men would simply lounge around all day with no work to perform.

Another machine, known as the Hough Payloader, operates *off the tracks*, running on rubber-tired wheels, and it has a smaller cab even than the Trackmobile. One of these machines is used in the reclamation yard

(scrap yard) at London, Ont., which is about one and a half miles from the main operating yard and is entirely separate from the main line, but technically speaking is located within the switching limits.

Because the reclamation yard is "within switching limits," the Brotherhood insists that any work done with the machine is work to which yardmen are entitled. In so doing it makes the ridiculous claim that any machine that moves a railroad car within switching limits, whether it be on the track or off, is performing work to which yardmen are entitled.

Brotherhood Position—Just because in some areas the method of locomotion for moving box cars from one track to another has been changed is no reason why this work should be performed by shop men rather than by yardmen who have traditionally been used for this work.

These machines, such as the Trackmobile and the Hough Payloader, are performing exactly the same kind of switching as was formerly done by a locomotive, and are equipped with a draw-bar for the specific purpose of performing such switching. Before the advent of these machines, cars were moved from one track to another in the so-called shop or restricted areas by steam or diesel engines. The same method of operation now exists and the only change is the method of locomotion.

Also, the movements of these machines are controlled by signals. The ground man, who is a yardman, does all the coupling, uncoupling, and throwing of switches, and controls the movement by signalling the operator of the Trackmobile when to proceed, back up, stop, slow down, etc., as specified in the Uniform Code of Operating Rules.

The roominess of the cab on the Trackmobile has nothing to do with the consist of the yard crew. Yard crews, which are also known as ground crews, spend very little, if any, time in the cab of an engine, and then only in proceeding from one point to another such as switching at a given industry and then proceeding to the next siding. In the case of the Trackmobile, at no time is the ground crew in the cab.

In the Pointe St. Charles case over the Trackmobile, the Board of Adjustment neither agreed nor disagreed that Article 135, the full crew rule, applied, but said that this was a matter for negotiation.

As the Company would not agree to arbitration as the Brotherhood suggested, we had no alternative but to re-submit the case to the Canadian Railway Board of Adjustment No. 1, and it is our understanding that

the Board has ruled that since the contract is now open for revision, the dispute must be settled between the parties.

Views of Board Chairman—A careful review of all relevant factors strongly suggests that some changes in the schedule rules are required to take care of the operation of these small self-propelled machines when used in connection with the movement of cars in relation to the operation of railroad shops, scrap yards, etc. The Brotherhood itself has recognized these special requirements, because in Western Canada, it has agreed to the operation of the Trackmobile with one yard foreman assigned as the full crew.

Also, in the Pointe St. Charles case, the Brotherhood itself did not insist upon the full crew rule of a yard foreman and two helpers, but did insist on a yard foreman and one helper. Certainly, it would appear unreasonable to suggest that a machine such as the Trackmobile requires a yard crew to operate it, when the operation is confined to shop areas or scrap yard areas which are isolated from operating yards, or can be safeguarded by locked switches or other suitable precautions.

In fact, there was no evidence produced to this Board to suggest that, during the period of over three years when the Trackmobile at Pointe St. Charles was operated without yardmen assigned to it, there were any accidents or that any lack of safety in operations was demonstrated.

On the other hand, the Chairman considers that precautions have to be taken to ensure that Trackmobiles and similar machines are not used for normal switching purposes while manned by shop or other craft personnel who are not yard personnel.

For this reason, it is considered that the language proposed by the Company—"this rule does not apply to areas that have switches locked or are isolated from operating yards"—is too wide and too general.

Recommendation—For the reasons outlined above, this Board considers that a revision of Article 140 of the Eastern Agreement is warranted to permit the use of small machines, such as the Trackmobile and the Hough Payloader, when used in connection with the movement of cars in relation to the operation of railroad shops, scrap yards, etc., and for the manning of such machines by shop or other crafts, provided that:

1. The operation of such machines is confined to the general area of the shop or scrap yard, etc., concerned.

2. Reasonable safeguards are adopted to ensure that such machines are not operated in the switching limits generally.

3. In no event shall such a machine be used to perform normal switching services in the general area of the switching limits unless yardmen are in charge of its operation.

It is further considered that amendments of a similar nature are warranted with respect to Article 4, clause (b) of the Yardmen's Western Agreement.

Consequently, this Board recommends that the parties negotiate suitable amendments to the schedule rules to put into effect the principle of the revisions which this Board considers warranted as stated above.

Special Note—Since the above was written, the Board Chairman has been informed that the Pointe St. Charles dispute over the Trackmobile has progressed to the referee stage and the referee has handed down his decision that the consist of the crew for the Trackmobile should be a crew of two yardmen.

It should be stated that the decision of the referee was given under the schedule rules as they are now worded, before any revision is made, and consequently the referee's decision has no application whatsoever to the issue before this Board, except perhaps to emphasize the extreme rigidity of the present schedule rules (Article 140 of the Eastern Agreement) and thus to demonstrate the pressing need for revision thereof.

THIRD COMPANY OBJECTIVE

Remove Any Restrictions on Management's Right to Change Switching Limits

The provisions of the present schedule rules dealing with the change of switching limits (found in Article 102 of the Eastern Agreement and Article 4, clause (b) of the Western Yardmen's Agreement) are the same and read as follows:

"The necessity of changing or re-establishing recognized switching limits, in order to render switching services required because of extension of industrial activities and territorial extension of facilities, must be recognized.

"The present switching limits will be designated by general notice at all points where yard engines are assigned and will only be changed by negotiations between the proper officer of the Railway and the general chairman. *The concurrence of the general chairman will not be withheld when it can be shown that changes are necessitated by industrial activities and territorial extension of facilities.* Yard limit boards may or may not indicate switching limits." (Emphasis added.)

The Company proposal is to delete the language quoted above and substitute the following:

"Switching limits will be designated by general notice at all points where yard engines are assigned and such limits may be changed

as necessitated by industrial development and territorial extension of facilities. Yard limit boards may or may not indicate switching limits."

Company Position—The purpose of this part of the Company's proposal is to remove those parts of the rules that require the Company to obtain the consent of the Brotherhood before changing switching limits.

In spite of the words underlined above in the second paragraph of the existing rule, the attitude of the Brotherhood has been unreasonable in recent times and, in view of the intense competition faced by the railway, this makes it necessary that management should have the sole right to make decisions in this respect.

Agreements with the Brotherhood of Locomotive Engineers accord this right to management. An appropriate bulletin is issued when it is necessary to make a change in switching limits, and over the years, the employees have not complained that they are suffering any disadvantage. Industrial change is constantly under way, and railway management must have flexibility in the use of manpower and equipment to keep pace with such change.

It is quite true that the Brotherhood has concurred in many instances in the *extension* of switching limits but this is quite understandable because generally speaking it would be abnormal for the Brotherhood not to agree upon an *extension* as to do so would as a rule be inimical to its own interest.

What the Company is more concerned with is a *reduction* of switching limits, for example, the exclusion of certain trackage from switching limits such as that on which the Trackmobile operates at Pointe St. Charles.

An example of the difficulty and delay the Company experiences in obtaining the consent of the Brotherhood to a reduction in switching limits is the Drumheller case in Western Canada. Here the Company requested Brotherhood concurrence on January 10, 1958. As no reply was received by June 28, a tracer was sent to the general chairman who was again traced on August 7, 1958. No reply having been received by November 6, the proposal was rewritten, and finally a reply was received on November 10, 1958, in which it was stated that since the proposal was for a *reduction* in switching limits the Brotherhood could not concur. The matter was then discussed further and a tracer sent on April 29, 1959, and finally a reluctant concurrence was received on May 1, 1959 which was 11 months after the proposal had originally been made by the Company.

Even in securing *extensions* in switching limits, unreasonable delay has occurred, and the Company runs the risk of losing business while awaiting the Brotherhood concurrence.

As an example of this, the Company filed correspondence concerning its request to the Brotherhood to agree to extend the switching limits at Stratford yard in the Thorndale subdivision from mileage 1.58 to mileage 2.1 to serve a new plant erected by Crane Steelwares Limited. Here concurrence of the general chairman was requested by the Company by letter of July 24, 1961, and was not secured until September 19, 1961, as a result of a letter from the area manager to the general chairman which reads in part as follows:

"Much effort was put forth to attract this industry to our rails. Its traffic is highly susceptible to truck haul and I want all of our people concerned to do what is necessary to get the maximum possible portion of its traffic. We need it. Way freight handling of cars for this industry definitely will not provide the flexibility of service that is needed to secure the bulk of its business."

Brotherhood Position—The Brotherhood denies that it has been unreasonable in its attitude toward the changing of switching limits and stresses the fact that before 1951, the switching limit rules in effect on the CNR were far more restrictive.

As a result of the Company application for relaxation of the 1951 rule, an amendment was made by putting into effect the present rule, and the significant change was by adding the following words: "the concurrence of the general chairman will not be withheld when it can be shown that changes are necessitated by industrial activities and territorial extension of facilities".

As an example of how reasonable the Brotherhood has been it referred to the record by regions as follows:

1. On the Atlantic Region since 1951, 12 requests have been made by management for extension of switching limits and 11 have been granted.

2. The last request was made on September 19, 1961, for extension of switching limits at Dartmouth, N.S. and the general chairman advises that this request has been approved by the committee and the railroad will be so advised.

3. On the Central Region since 1951, there have been 16 requests for extension of switching limits and the Brotherhood has concurred in 15 cases.

4. On the Prairie and Mountain Regions since 1951, there have been 15 requests for the extension of switching limits and every one of the 15 has been agreed to.

With regard to the Company statement that its agreements with the BLE accord management the right to change switching limits without any negotiation or consulta-

tion, the engineers hold seniority jointly in road and yard service (and always have done so) and there is no distinction of craft between road and yard engineers, and therefore less reason for them to show the same concern over switching limits as this Brotherhood.

With regard to the CPR, the Brotherhood asserted that the rules in effect on the CPR with respect to switching limits are far more restrictive than those on the CNR, and no complaint has been received by the CPR on this point nor has it referred to the matter during the current conciliation proceedings.

The schedule rule defining switching limits is one of the basic protections afforded by the agreements to the craft of yardman, and to remove it (together with the other basic protection—the definition of yardmen's work) would destroy the yardmen's craft and acquired rights and also, in effect, destroy collective bargaining itself as far as these employees are concerned.

No peaceful settlement of the current dispute between the Company and this Brotherhood can be consummated on the basis of the Company proposals with respect to "switching limits" and "working within switching limits."

Views of Board Chairman—The Company proposal would dispense with the necessity for concurrence by the Brotherhood in changing switching limits and, indeed, for the necessity of any attempt by the railroad to obtain the consent of the Brotherhood before changing switching limits as it saw fit to do.

In view of the history of these schedule rules, and the situation existing on the Canadian Pacific Railway, and the sensitiveness of the employees generally and of this Brotherhood as their representative, to any revision of the schedule rules as to change of switching limits, it is considered that this Company proposal is too far reaching.

However, a certain measure of relief for the Company would appear to be required if it is to be able to secure the flexibility needed to permit it to move with the times and attempt to meet the ever-increasing competition from other means of transportation for freight traffic.

Recommendation—Accordingly, for the reasons given above, this Board recommends that the parties negotiate an amendment of the present schedule rules, in both Eastern and Western agreements, dealing

with the definition of switching limits to provide the type of relief suggested in the following wording:

"The necessity of changing or re-establishing recognized switching limits, in order to render switching services required because of extension or *reduction* of industrial activities and territorial extension or *reduction* of facilities, must be recognized.

"The present switching limits will be designated by general notice to all points where yard engines are assigned and will only be changed by negotiations between the proper officer of the Railway and the general chairman.

The concurrence of the general chairman will not be withheld when it can be shown that changes are necessitated by the *increase or reduction* of industrial activities and territorial extension or *reduction* of facilities.

If the concurrence of the general chairman is unreasonably withheld the Railway may, after a delay of 30 days from the time the request for change was first made, then act unilaterally to change the recognized switching limits by the issuance of a bulletin, but such action of the railway, if objected to by the Brotherhood, may be submitted as a dispute to Canadian Railway Board of Adjustment No. 1.

Yard limit Boards may or may not indicate switching limits."

NOTE: The changes in the above wording from that found in the present schedule rules are as follows:

1. All of the fourth paragraph
2. All the italicized words.

Special Note Concerning Interchangeable Rights—In Chapter III, after Brotherhood Proposal No. 6, in dealing with interchangeable rights for road and yard service employees, this Board stated that there appeared to be a measure of agreement between the parties. In fact, the Eastern Agreement already provides in Articles 126 and 131 for interchangeable rights between road and yard service employees on the Atlantic Region.

It appears as if many of the problems concerning Company proposal No. 1 are due to the fact that, apart from the Atlantic Region, there are no interchangeable seniority rights for road and yard service employees.

In the view of this Board such a lack is unfortunate and has contributed to what might be regarded as artificial distinctions of craft between road and yard service that have not been beneficial to the operations of the railroad and which in the long run may well operate to the detriment of the employees themselves.

However, there may well be implications in this matter which make it undesirable for the required language to be drafted by any other than those most intimately concerned with the day-to-day application of the required rules.

Accordingly, this Board recommends that the parties negotiate suitable language to make way for the introduction of the principle of interchangeable rights in respect to road and yard service employees.

Company Proposal No. 2—Car Retarder Operators

Proposal: "*Prairie and Mountain Regions*. New rule, similar to that in Atlantic, St. Lawrence and Great Lakes Regions, to establish rates of pay and working conditions for Car Retarder Operators."

Note: Also to be considered in conjunction with Company proposal No. 2 above is the Brotherhood main proposal No. 12, in respect to car retarder operators. Brotherhood Proposal—delete from paragraph 1 (a) of the Car Retarder Operators Agreement (Atlantic & Central Regions) the last sentence.

Paragraph 1 (a) referred to now reads as follows: "1 (a). Car retarder operators will be compensated at a rate per day of 96 cents in excess of the yard foreman's rate. *This amount shall remain constant and will not be increased or decreased when rates of pay are adjusted.*" (Emphasis added.)

The sentence to which the Brotherhood proposal refers is italicized above.

The Brotherhood has agreed to accept the Eastern Agreement as to car retarder operators, as applicable to Western Canada subject to:

1. The removal of the sentence referred to above and italicized so that the rate for car retarder operator would be "unfrozen."

2. A special clause as to seniority for Western Canada that would be substituted for the present clause of the Eastern agreement which provides for a segregated seniority list.

As these two items are the only real items in dispute they are dealt with briefly as follows:

1. *Delete "this amount shall remain constant and will not be increased or decreased when rates of pay are adjusted."*

The Company opposes this proposal on the basis that the 96-cent rate per day is a substantial differential designed to attract yard foremen to take the work and recognize that certain training (three to six weeks) was involved. The premium has been quite successful in recruiting the men required at Moncton and Montreal hump yards and the 96 cent figure was negotiated as recently as September 9, 1960. Car step-up rates were included in the agreement over five years ago and have remained constant.

The Brotherhood in support of this proposal pointed out that on the CPR, the

differential paid to car retarder operators does not remain fixed, and all percentages or across-the-board increases are applied. Also, the only reason the Brotherhood agreed to the inclusion of such a sentence was that the collective agreement was not open at the time (September 1960) and so the Brotherhood was in a weak bargaining position, as the Company could have acted unilaterally and without consent.

2. Substitute a special clause for Seniority for Western Canada.

Brotherhood Position—The reason for this request by the Brotherhood is that since the beginning of negotiated agreements between the Company and the Brotherhood, there has been a difference in application of the principle of seniority between Eastern and Western Canada.

In the East, yardmen have always been required to "follow their hand" to maintain their rights to promotion, for example, if a man could hold a position as a yard foreman, he would not be allowed to work as a yard helper. In Western Canada, the application of seniority to promotion has always been the reverse, i.e., when a man has passed the required examinations, he is shown on the yardmen's seniority list as a foreman. His date as a foreman is the same as his date of entry into service as a yard helper.

Company Position—In the daily operation of a hump yard the efficiency of the humping operation is of the utmost importance. Familiarity with the equipment and judgment gained through its use are necessary ingredients in obtaining effective operation. Consequently, efficiency is impaired with frequent turnover of personnel. Thus it is essential that these operators be segregated from lower rated classifications so they will be exempted from seniority movement normally associated with yard service. The investment of the Company in these yards is enormous and an arrangement for a segregated seniority list is essential to ensure smooth functioning of these yards.

The Brotherhood proposal to permit the other employees to exercise seniority on car retarder operator positions every six months in Western Canada would defeat the purpose of segregation by failing to provide security in these positions and thus deprive the Company of the required continuity of qualified and experienced personnel.

Views of Board Chairman—A careful review of the factors involved here suggests that a solution should be reached based on the following considerations:

1. That a system agreement should be negotiated to cover all car retarder operators employed by this railway in Canada.

2. That the *per diem* differential should not be "frozen" at any particular figure but that the amount of the differential should be open for negotiation during the time the negotiations are proceeding for the main collective agreements.

3. Provided, however, that whatever figure is negotiated for the *per diem* differential, it should remain constant for the duration of the renewal of the collective agreements.

4. And provided also, that the *per diem* differential should not have applied to it any percentage or across-the-board increases.

5. That the system agreement for car retarder operators should provide for a segregated seniority list in the same manner as is now provided by the Eastern Agreement covering car retarder operators and following the precedent afforded by the Yardmasters Agreement of 1945, which this Board understands provides for segregated seniority provisions and covers yardmasters and assistant yardmasters in Western Canada as well as in Eastern Canada.

Recommendation—This Board recommends that the parties work out suitable language to implement the solution outlined in the heading immediately above entitled "Views of Board Chairman."

The recommendation is for a car retarder operators agreement to apply to all car retarder operators employed by this Company at any hump yard in Canada, based upon the present Eastern agreement in respect to car retarder operators but with the modifications suggested.

It is recommended that the *per diem* differential which is now 96 cents per day be \$1.00 per day effective the date of signing of the new system agreement concerning car retarder operators provided the said agreement extends to and includes May 31, 1964.

Company Proposal No. 3—Rotary Spare Board for Yard Service in Western Canada

Company Position—The Company proposal is to replace the present seniority spare board in effect in yard service in Western Canada with a rotary or rotating spare board under which the yard service employees work on a first-in, first-out basis. Rotating spare boards exist in all other running trades agreements in both Eastern and Western Canada and are in effect in Eastern Canada for spare boards in yard service with this Brotherhood.

The great advantage of the rotary spare board is that it spreads the work by keeping all men on the spare board rotating in regular sequence, so that when an employee comes off duty he is placed at the bottom of the board and works his way up to the top before again being called for duty. The number of men on the spare board is adjusted at regular intervals to ensure as

nearly as possible that a reasonable amount of work will be had by each man during each pay period.

On the other hand, seniority spare boards are adjusted at midnight each day and at that time the man with the most seniority is placed "first-out" so that he gets the first preference to any work available. This has the effect of favouring the senior employees, while working a hardship on the junior employees, and has resulted in some cases in spare men receiving as little as a very few days work per month.

For the most part the junior men only work on week-ends after the senior men have completed five shifts. This makes it almost impossible to retain junior spare men, and the lack of sufficient spare men on week-ends forces a great increase in "doubling" that requires the Company to pay premium rates.

Brotherhood Position—The Brotherhood did try out the rotary spare board for yardmen in Western Canada for seven months on a trial basis, and the spare men themselves demanded it be replaced by the straight seniority board.

The increase in "doubling" the Company is concerned about may be due to many factors, such as the increase in the number of yardmen entitled to vacation, longer periods of vacation, and reduction of regular assignments with an increase in extra engines.

Although the Company proposal in its present form is unacceptable, there could be an area of agreement based upon the rotary spare board as it existed during the trial period with two amendments, to ensure:

1. That regular yardmen have preference to overtime shifts when there are no spare yardmen available to work at straight time.
2. That positions under bulletin will be filled by the senior yardman requesting same each day until expiration of the bulletin.

Views of Board Chairman—This Brotherhood has dealt at length before this Board with the prime necessity of sharing the available work among its membership, and this Board has given serious consideration to this requirement—see for example the Board recommendation in respect to the Brotherhood proposal for mileage limitations.

Yet when this Board comes to deal with the present Company proposal for a rotary spare board for yard service in Western Canada, that will certainly operate to "spread the work" and assist junior men in getting a fair share, the reservations attached to the proposal by this Brotherhood (see (1) and (2) above) do not even give lip service to the principle of sharing the work but seem designed to

benefit the senior men at the expense of the junior men, by preventing the normal operation of the rotary spare board.

Recommendation—In view of the fact that the rotary spare board is now in effect with respect to all running trades agreements in both Eastern and Western Canada and also in effect for spare yardmen in Eastern Canada, this Board recommends that the straight seniority board in effect for spare yardmen in Western Canada be replaced by a rotary spare board without the reservations suggested in (1) and (2) above under the heading "Brotherhood Position."

This Board further recommends that the parties negotiate suitable rules revisions to carry this recommendation into effect, having due regard to the agreement previously negotiated in this respect effective May 1, 1959 to November 30, 1959.

Company Proposal No. 4—Monthly Guarantee—Passenger Trainmen

Proposal: Delete the last three words, i.e., "exclusive of overtime," of Article 7 (a), Eastern Agreement.

Company Position—This proposal applied only to passenger trainmen in Eastern Canada and is intended to permit the inclusion of overtime when computing total mileage earned before deciding whether or not the monthly minimum guarantee is payable.

At present Article 7 (a), the Eastern Agreement reads as follows:

"Regular assigned passenger trainmen who are ready for service the entire month, and who do not lay off of their own accord, shall receive the monthly guarantee provided for in Article 1, *exclusive of overtime*." (Emphasis added.)

It is the italicized words that the Company proposal would eliminate.

As presently worded, the rule prohibits the use of overtime in making up monthly guarantees in passenger service and therefore it is at variance with the true purpose of the guarantee rules, which is to assure a specified minimum of earnings to regularly assigned trainmen who are ready and available for service the entire month. The rule as it now stands creates an inequitable situation and results in an unjustifiable payment to employees when no work is performed.

Trainmen regularly assigned to passenger service are guaranteed 4,500 miles per month, but this by no means restricts the employees from making more than 4,500 miles. Eastern mileage regulations permit the accumulation of up to 6,000 miles per month and the change requested does not

reduce the number of miles trainmen are permitted to earn.

The Company proposal does not ask to eliminate the guarantee rule but simply that overtime miles be used to make up the guarantee.

The existing rule is discriminatory and illogical, for example, an employee who accumulates 4,700 straight-time miles in a month without overtime has made more than the 4,500 guaranteed miles and so cannot claim any extra payment under the rule. Yet an employee who makes 4,000 straight-time miles plus 2,000 overtime miles is paid, in addition to the 6,000 miles worked, a further 500 miles to make up the "4,500-mile guarantee."

Payment of 500 miles in these circumstances is totally unreasonable and also permits employees to make earnings in excess of the maximum miles allowed by the mileage regulations. A glaring example of unwarranted payment is found on train No. 37-38 operating between St. Rosalie and Montreal. The conductor and two brakemen are each guaranteed 4,500 miles per month, which, converted to earnings, totals \$1,207.50. In April 1961, this crew received 3,750 straight-time miles amounting to \$1,006.13 and 1,977 overtime miles amounting to \$499.63 for a total of \$1,505.76.

Despite the fact that these earnings exceeded the monthly guarantee by \$298.26 under the rule as now worded, the Company was obliged to pay an additional \$201.23 to the crew to make up the 750 miles deficiency in straight time miles. Thus the crew received a total of \$1,706.99 which was \$499.49 in excess of the monthly guarantee and \$201.23 of this amount was paid for no work performed but due to the wording of the present rule.

Payment of a monthly guarantee exclusive of overtime is inconsistent with guarantee provisions in freight service in the Eastern Agreement and in both freight and passenger service in the Western Agreements. In fact, there is no other monthly guarantee rule in any CNR agreements with the running trades Brotherhoods which excludes overtime when computing guarantee entitlement.

The Company submitted details as to 14 train assignments in Eastern Canada where the train crews were paid guarantee payments although their earnings, including overtime, were well in excess of the monthly guarantee in all but three cases.

Brotherhood Position—The overtime paid to trainmen in passenger service is not overtime as generally understood because it is not a premium payment but rather a

payment based on a predetermined rate which is less than straight time earnings (See Article 4 (c) Eastern Agreement).

In any event, overtime hours should be recognized by additional payment, and compensation paid for such overtime service should not be taken from the employee as part payment of "guarantee" payments for normal work hours, day or month, as the case may be.

In the examples referred to by the Company, the men were on duty (subject to released time) 12 to 17 hours each working day, and it must be remembered that the guarantees in passenger service are predicated on the assigned men being ready for service the entire month, and if an assigned man lays off of his own accord the portion of the guarantee for the time off is deducted.

The Brotherhood then dealt in detail with the Company examples but neither space nor time is available to deal with this matter here.

Overtime payments are compensation for men required to work excessive daily hours and should not be considered when taking into account the application of guarantee rules.

Views of Board Chairman—The Company has satisfied the onus resting upon it to establish that the proposed revision is warranted.

It is considered that the normal purpose of a monthly guarantee is to ensure that a regularly assigned trainman, who is ready and available for service during the entire month, will be entitled to a specified minimum amount of earnings for such month. Consequently, if his total earnings for any such month fall below the specified minimum, then the railway must perforce make up the difference.

However, if his total earnings for any such month exceed the specified minimum, then there should be no requirement whatever for any payment by way of guarantee.

That this is the normal and accepted interpretation of monthly guarantees would seem to be borne out by the fact that, nowhere else in any agreements which this Company has in effect with any running trades, including this Brotherhood, is there any provision, for the exclusion of overtime in determining whether or not the monthly guarantee shall be paid, such as the one under attack in the present Company proposal.

Recommendation—For the above reasons, this Board recommends the adoption of the Company proposal for the deletion of the

last three words of paragraph one of Article 7 (a) of the Eastern Agreement, viz., "exclusive of overtime."

Company Proposal No. 5—Elimination of Third Brakeman on Freight Trains

Proposal: To eliminate the requirement that there be a third brakeman on all trains of 60 cars or more west of Jasper. This proposal applies to road service only in Western Canada only.

There is no real purpose in reviewing here the rather extensive material filed in relation to this proposal.

This material was read and re-read by the Board Chairman during the course of the proceedings before this Board and, after the most careful consideration, the conclusion was arrived at that, whatever may at one time have been the justification for the requirement for a third brakeman on trains of 60 cars or more west of Jasper, that requirement no longer exists.

For purpose of record, the major reasons for this conclusion are set out below:

1. Nowhere else in Canada is this Company required to assign a third brakeman on freight trains of 60 cars or over.

2. End-to-end radio is installed on trains West of Edmonton that provides constant communication between engine and caboose.

3. The Canadian Pacific Railway, which also operates through similar mountain territory, with considerably steeper gradients, has not now and never has had a rule requiring a third brakeman.

4. If any material delay is caused by the lack of a third brakeman (which is doubtful) the Company is willing to accept such delays.

5. The fact that the railroad has authorized an expenditure of almost \$7,000,000 for the radio equipment suggests that it is reasonably dependable.

6. The retention of the third brakeman on trains of 60 cars and over west of Jasper cost the Company in the area of \$100,000 in 1960 and exceeding \$150,000 in 1961.

7. There is no justification whatsoever, for the Canadian National Railways to be compelled, against its will, to pay out substantial sums of this size, contrary to its better judgment, unless full value is being received in return by the Company, in the form of genuine useful service rendered by the employees concerned.

8. The Brotherhood has signally failed to demonstrate that such [the latter part of reason No. 7 above] is the case in the instance of the third brakeman on trains of 60 cars and over west of Jasper.

Recommendation—For the reasons set out above, this Board considers that the third brakeman on trains of 60 cars and over, west of Jasper, serves no really useful purpose and should be eliminated.

Accordingly, this Board recommends the revision of all schedule rules applicable in such a manner as to eliminate the requirement for a third brakeman on trains of 60 cars and over in Western Canada.

Company Proposal No. 6—Junction Switching—West Only

Proposal: Delete schedule rules in Western Canada that provide for payment of through freight rates at the rate of 12½ miles per hour for all time occupied in switching CNR junction points which payment is in addition to pay for the trip. This proposal applies to road service in Western Canada only.

The Company submits that the junction switching rule, for which there is no counterpart in the Eastern Agreement, requires pay for "time within time" and thus contravenes the principle of "pay for miles or hours, whichever is the greater" inherent in the dual basis of pay concept.

Also, it contravenes the principle set out in the "conversion rule" which provides that trainmen required to make switches or stops or a combination of both at a certain number of points en route, will be paid at the higher way freight rates and thus be compensated for the extra time taken to make the trip. There is a conversion rule in the Eastern and in both of the Western Agreements.

The Brotherhood resisted the proposal on the basis that, many years ago, the employees in Eastern Canada elected to accept the provisions of the McAdoo Award and ever since have been paid time-and-one-half rates for overtime in road freight service.

On the other hand, train service employees in Western Canada elected of their own free choice to forego the provisions of the McAdoo Award and instead retain their existing privileges, one of which was the present rule commonly known as the junction switching rule.

This meant that instead of being paid time and one-half for overtime in road freight service, the employees in Western Canada are only paid at *pro rata* rates for overtime work. Consequently, train service employees of the CNR on the western lines have bought and paid for this junction switching rule many times over with the long hours they have put in at straight time rates, especially during the war years, while their counterparts in the East were receiving time and one-half for overtime.

It is emphasized that the junction switching rule applies to through freight crews only and in respect to switching at junction points only.

Recommendation—In view of the fact that train service employees employed in Eastern Canada are paid time and one-half rates for overtime in road freight service, whereas train service employees in Western Canada are paid at *pro rata* rates,

this Board does not see fit to recommend the adoption of this Company proposal at this time.

Company Proposal No. 7—Trainmen Switching at Terminals—East only

This Company proposal applies to the road service only in Eastern Canada only. The Company proposal is to amend Article 10 (e) of the Eastern Agreement by striking out in the second paragraph thereof the word "employed" and substituting the words "on duty."

The Company proposal is really a subsidiary proposal to company proposal No. 1 which deals with Articles 102 and 140, "Work Within Switching Limits."

If this Board had recommended the adoption of Company proposal No. 1 outright without any modification, then it might also consider recommending the adoption of this proposal. But this Board has not recommended the outright adoption of company proposal No. 1 and consequently it cannot recommend the adoption of this Company proposal.

Another objection to this present Company proposal is that Article 10 (e), Eastern Agreement, appears to provide how trainmen will be paid for switching service performed in open yards, i.e., yards where no yardmen are employed and all the yard work is performed by roadmen.

But the proposed amendment, by deleting the word "employed" and substituting the words "on duty," would immediately widen the scope of the Article so that it would cover all yards operated by the Company, whether they were open yards or closed yards.

Thus the amendment proposed assumes that all closed yards will be thrown wide open so that road service employees could be used to perform switching therein at any time except when a yard crew was on duty.

It is highly unlikely that such a radical change from the present practice is either possible or practicable at this particular time.

That is, of course, one reason why this Board, in dealing with company proposal No. 1, refused to recommend its outright adoption but instead recommended that the parties negotiate revisions to Article 140 that would afford relief to the Company from the present restrictive practices.

And it was indicated in that Board recommendation that while the most pressing need for relief was certainly in respect to switching at intermediate terminals yet consideration should be given to some measure of relief in regard to switching at terminals also.

Recommendation—For the above reasons, this Board does not see fit to recommend the adoption of company proposal No. 7.

Company Proposal No. 8—Trainmen Called for Extra Service—East Only

This Company proposal applies to road service only and to Eastern Canada only. This proposal is to amend Article 12 (c) of the Eastern Agreement by striking out the word "employed" and substituting the words "on duty."

But this proposal also puts forward the addition of a new paragraph that in effect assumes the adoption of the principle of company proposal No. 1 in toto without any modification. Consequently, this proposal is subject to the same observations as have been made by this Board in dealing with company proposal No. 7 immediately above.

Recommendation—For these reasons, this Board does not see fit to recommend the adoption of company proposal No. 8.

Special Recommendation re: Articles 10 (3) and 12 (c), Eastern Agreement—It will be noted from the above that this Board does not recommend the adoption of company proposals Number 7 and 8 for the reasons given.

However, if the changes to be negotiated between the parties with respect to Article 140 of the Eastern Agreement necessitate any revision of Articles 10 (e) and/or Article 12 (c) of the Eastern Agreement, then to such an extent and to such an extent only this Board recommends that changes be made with respect to Articles 10 (e) and/or Article 12 (c) of the Eastern Agreement.

Company Proposal No. 9—Trainmen in Work Train Service Released for Saturdays and Sundays

This proposal relates to road service employees only, i.e., trainmen engaged in work train service, and is system wide.

Company Position—The current rules in the Eastern and Western Agreements provide that the employees in work train service may be released for Sunday only.

Frequently when they are engaged in construction or repair work they operate in conjunction with other employees who are on a five-day week. Under these circumstances, the Company is obliged to pay each member of the crew for the sixth day.

As there is no service required, this is payment for work not performed and imposes an unreasonable burden on the Company. The rules in their present form are obsolete. Technological advances have affected many areas of the railway's operation and it is imperative that, as changes occur, agreements be adjusted accordingly.

The Company, in making the present proposal, is simply asking the trainmen to accept an arrangement similar to that which both the engineers' and firemen's organizations accepted 10 years ago.

In order to remain competitive, the Company is striving to reduce its costs in all areas of its operation. There is no justification for the continuation of restrictions of this nature.

Brotherhood Position—The basic principles of the daily guarantee were established many years ago and the elimination of such guarantee would result in a considerable loss of earnings to these work train crews if the Company's proposal were adopted.

Article 14, clause (b) of the Eastern Agreement reads as follows:

"Guarantees—Freight Service. (b) Regularly assigned wayfreight, work and construction trainmen who are ready for service the entire month, and who do not lay off of their own accord, will be guaranteed not less than one hundred (100) miles, or eight (8) hours, for each calendar working day, exclusive of overtime (this to include legal holidays). The guarantee is predicated on the men being both ready for service the entire month, and entitled to the assignment during the entire month, or portion of the month the assignment is in effect. If, through act of Providence, it is impossible to perform regular service, guarantee does not apply."

This Article 14 (b) is a standard type rule derived from the scale of wages of railway employees fixed by the McAdoo Award that was applied to major Canadian Railways by order-in-council PC 1768 of July 16, 1918.

The railway proposal would destroy guarantee protection for trainmen long established as a result of action taken under the order-in-council referred to.

Present rules permit the railway to assign work trains on a five-day week basis. Employees other than those in train service usually work on a five-day week basis, however, in general, when the non-train service employees secured the five-day work week condition, conversion of earnings was made so that these employees received six days pay for five days work.

Similar guarantee for trainmen provided for in Article 14 (b) is predicated on trainmen being available and entitled to the assignment the entire month. Six-calendar-day work week rules apply to trainmen as

no comparable five-day week adjustment has been made in mileage rates applicable to road service employees.

Under the Company proposal, men assigned to a work train could be sent home on Friday night and would receive no pay for either Saturday or Sunday, whereas under the present rule, employees assigned to work trains are paid for each day used or held, but if allowed to go home for Sunday they are not paid for Sunday.

Generally, work train crews have no real opportunity to accumulate much mileage and might be compared with hourly rated employees with the difference that their basic hourly rate is extremely low, being \$1.57 in Eastern Canada.

The Company proposal in effect would impose a 40 hour work week on these work train crews without any adjustment of rate to maintain take home pay.

To this we cannot agree, but would accept the proposal on a basis of six basic days pay for five days work.

Views of Board Chairman—In the opinion of the Board Chairman, the Brotherhood reference to Article 14 (b) of the Eastern Agreement only confuses the issue.

Article 14, clause (b), would appear to operate to guarantee to work trainmen who are ready for service the entire month, payment of one basic day of 100 miles for each calendar working day, i.e., for each day such employee is on assignment whether such assignment is a five-day or a six-day assignment.

But under Article 53 of the Eastern Agreement, the trainmen in work train service may be released for Sunday only, in which case Sunday will not be paid for or, in other words, if the Company releases such trainmen on Saturday and permits them to go home the Company will still have to pay them for Saturday although they are at home and no work is done.

As a result, the Company cannot bulletin five-day assignments for work train crews, or if it does so, it will be obliged to pay for six days, which is awkward and costly when the work trains are operating frequently in conjunction with other employees engaged in construction or repair work on a five-day week basis.

The earnings of work train crews are quite substantial as is indicated by the figures in the table following:

	Western Canada		Eastern Canada	
	Average Hours Per Day	Average Daily Earnings	Average Hours Per Day	Average Daily Earnings
Work Train Service				
Conductors	13.3	\$41.41	14.25	\$31.36
Trainmen	13.3	36.23	14.25	27.36

NOTE: The above figures are Company figures calculated on the basis of samples taken from each territory and said to be representative of average hours and earnings of train crews in work train service.

In the view of the Board Chairman, although it is clear that work train crews work considerably longer hours per day than most employees, yet, with earnings of the order of \$27.00 to \$41.00 *per day*, there does not seem to be any reasonable necessity for work train crews to enjoy the benefit of being paid for six days per week whether they actually work the 6th day or not.

Recommendation—This Board recommends that the relevant schedule rules be amended to permit the Company to release trainmen on work train service for Saturday, as well as Sunday, and to provide that if such employees are allowed to go home on Saturdays they will not be entitled to pay for such Saturday.

Company Proposal No. 10—Compensation for Deadheading

This company proposal applies to compensation for deadheading in connection with road and yard service in Eastern Canada only. The relevant rules, Articles 21 (c) and 105 (c) of the Eastern Agreement, have been re-written and both parties

have agreed on all points except the Company proposal that compensation for deadheading will not be allowed—"when deadheading in connection with filling an assignment for which no applications were received."

No purpose would be served by setting out the arguments pro and con, as the Board Chairman considers that, while it may not be logical, it is quite understandable that an employee travelling to fill an assignment, that he is required under the collective agreement to take because no application for it has been received, may well feel that he is entitled to compensation for such travel, on the basis that he has not applied for the assignment himself.

Recommendation—Accordingly, this Board recommends that the Company-proposed amendments to Articles 21 (c) and 105 (c) of the Eastern Agreement be adopted by the parties, with the deletion (in each case) of the clause objected to by the Brotherhood, viz.: "when deadheading in connection with filling an assignment for which no applications were received."

CHAPTER V—BROTHERHOOD SUPPLEMENTARY PROPOSALS—REGIONAL RULES

These Brotherhood proposals consist of some 57 proposals affecting Eastern Canada and some 37 proposals affecting Western Canada as noted on page 17 above.

As many of these proposals are common to both East and West, the total number of 94 may be reduced to some 53 proposals of which four were listed in Chapter III dealing with the main brotherhood proposals, as follows:

1. Health and Welfare—No. 13 in Chapter III.
2. Yardmen's Vacation Benefits—No. 14 in Chapter III.
3. Composite Service—No. 15 in Chapter III.
4. Revision of Questions and Answers to Article 147—East only—No. 16 in Chapter III.

Of the four proposals set out above, the first three were dealt with in Chapter III preceding, which leaves No. 4 above, Revision of Questions and Answers to Article 147—East, to be dealt with in this chapter.

The supplementary proposals are listed below in order with appropriate comments.

A—Eastern Canada

I. Supplementary Notices—Yard Service

1. *Request the Right to take Lunch 4½ hours from Commencement of Shift except in Cases of Extreme Emergency*—The present rule, Article 100, provides that "Yard crews will be allowed twenty (20) minutes for lunch between four and a half (4½)

and six (6) hours after starting work, without deduction in pay."

The Brotherhood alleged that this rule had been abused but produced no evidence to support this allegation, although the Company categorically denied that there had been a capricious application of the rules or that men had been arbitrarily or unreasonably denied the right to take lunch 4½ hours after starting work.

The Brotherhood has failed to establish abuse of the present rule and so this Board does not recommend any revision of the rule as presently worded.

2. *Request for a Guaranteed Wage Agreement on the Basis of Supplementary Unemployment Insurance*—The implications of this proposal are very far reaching and the Brotherhood made no serious attempt to support it apart from rather wide generalized statements.

It appears that no such benefits are in effect in the railroad industry in Canada and this Board refrains from making any recommendation.

3. *Health and Welfare*—This has already been dealt with in Chapter III.

4. *Request that the Yardmen's Vacation Agreement be the Agreement in Effect prior to 1958, with the Amendment to Provide for the extended Period of Vacations*—This has already been dealt with in Chapter II.

5. *Request improved "Shelter for Yardmen Rule," to Provide Electric Stoves, Refrigerators, Showers, Wash Basins and Toilets*—This Board recommends that the whole issue of shelter for yard and road service be referred back to the parties for their joint attention. It is suggested that a joint committee be set up to investigate this matter fully and make recommendations for the improvement and modernization of such facilities.

6. *Request Amendment to Hose Coupling Rule for Yardmen (Atlantic and Central Regions) as follows: "Yardmen will not be required to Couple or Uncouple Air Hose in Yards where Carmen are Employed"*—The present rule provides that "Yardmen will not be compelled to couple or uncouple hose on passenger cars in yards, or to chain up cars in yards or on repair tracks, where carmen are on duty."

When carmen are not on duty there does not seem to be any reason why yardmen should not couple or uncouple hose or chain up cars in yards or on repair tracks. There can hardly be any hazards as the yardmen would be in charge of the equipment, the movement of which would be under their direction.

No reasonable grounds were established for this proposal and this Board does not recommend it.

7. *Request Parking Space be Provided for Employees' Cars Free of Charge*—It appears that free parking is provided in numerous locations, but that in congested areas such as large cities, usually a charge of \$8.00 per quarter or \$3.00 per month is made, running to \$10.00 per quarter when electric heater plugs are provided in the winter.

It does not seem reasonable to require the Company to provide free parking in high land cost areas such as Montreal and Toronto.

No recommendation is made by this Board in respect to this proposal.

8. *Standard Watches required for Railway Service, will be Cleaned and Repaired at the Expense of the Railway*—A garage mechanic who is paid less than most railroaders is generally required to provide his own personal tools with an investment of several hundreds of dollars. Most tradesmen provide their own tools at their own expense and are responsible for keeping their tools in shape.

This Brotherhood has emphasized the skill, knowledge and training of its membership and designates them as craftsmen.

Traditionally, journeymen have provided for themselves the "tools" of their trade and taken immense care to keep them in tip top shape. Surely it is not unreasonable

to ask a railroad man to provide his watch at his own expense and to keep it cleaned and in a proper state of repair.

This proposal is not recommended.

9. *Request that Yardmen Attending Investigations will receive Payment provided in the Investigation Rule, whether or not Responsibility is Attached to Them*—At present the employee is paid if found not responsible for the alleged rule infraction but is not paid if found to be responsible for the violation. The Company states that, wherever possible, the investigation is held at a time convenient to those taking part in it.

No recommendation is made for this proposal.

10. *Request that Yardmen will be Paid for Attending Rule Instruction Classes, Board Oral Examinations, Medical Examinations, etc.*—The Company states that rule instruction classes and board oral examinations take approximately six hours time of the employee per year and upgrade an employee by making him eligible for a higher classification, thus increasing his earning potential.

Medical examinations are mandatory once every two years and are a health safeguard, as they may disclose latent disability in time for preventive measures to be taken.

The total time involved is said to be six to seven hours per year per employee.

It is not considered that any hardship is imposed or that payment is required, and consequently this proposal is not recommended.

11. *Free Transportation to be Provided to Yardmen to and from Work between the Hours of Midnight and 6:00 a.m.*—This matter is now handled by the Company upon a local basis with the Company in some places subsidizing in whole or in part measures designed to provide relief.

This Board agrees that it is not feasible to adopt system-wide rules governing this matter due to the variation in circumstances and conditions from place to place.

As a general rule, in industry the employees must provide their own transportation to and from work whether working on night shift or not. If it were otherwise, the employer might have cause to be consulted as to how far away from his work the employee would be permitted to live. This would be highly undesirable and, consequently, as a general rule employees prefer to retain their own freedom of action and provide their own transportation.

This Board does not recommend this proposal.

12. *A Rule to Provide that all Straight Time Shifts worked as Yardmaster and/or*

Yardman will be Counted to make up the Five-day Work Week—This has already been dealt with in Chapter III under the heading "Composite Service."

13. Rain Clothing will be Supplied to Yardmen Free of Charge—This Board does not recommend this proposal at this time.

14. Request for twelve (12) Days Sick Leave per Year to be Accumulative—No serious attempt was made by the Brotherhood to support this proposal and accordingly this Board does not recommend it at this time.

15. Request that Spare Yardmen Relieving Switchtenders be Paid Yardmen's Rates—At present, a spare yardman relieving a switchtender is paid at a switchtender's rate on the principle of payment of the rate applicable to the work performed. But this principle works both ways because a yard helper relieving a yard foreman is paid at the higher rate of a yard foreman.

This Board agrees with the Company that the function of spare board employees is to provide relief *at the rate for the job relieved* and consequently the proposal is not recommended.

16. Rule to Provide that Yardmen will not be Disciplined for Refusing to Perform Work that the Schedule Stipulates they will not be Required to Do, nor for Refusing to Perform Work Recognized as the Work of another Craft—If an employee is unjustly disciplined by the Company, a grievance may be launched and progressed in accordance with the grievance procedure.

The proposal would appear to be designed to further the approach of setting up "water-tight" dividing lines between yard service and "other crafts." What other "crafts" are involved is not specified but this Board has already stated its opinion in Chapter IV that road and yard service are not two separate crafts but rather separate classifications within the one craft.

This Board considers that it is not desirable to encourage such distinctions, which, it suggests, are artificially rigid, and particularly so, as such rigidity of approach not only deprives the Company of a reasonable degree of flexibility in its operations, but also in the long run may well operate to the prejudice of the long term interests of the employees.

This proposal is not recommended.

17. Request an Understanding that Bleeding of Air from Cars when for the Purpose of Switching Cars, will be Recognized as Yardmen's Work—The Company states that from time immemorial the work of bleeding cars has been performed by yardmen or carmen, depending on who was available at the time.

This Board agrees with the Company that there is no reason to depart from this practice that works no hardship upon either the carmen or the yardmen.

This proposal is another example of the rigidity of approach referred to in No. 16 immediately above which this Board considers to be detrimental to the long-term interests of both the railway and the employees.

This proposal is not recommended.

18. Request that Article 140 be Amended by Deleting that Part of Article 140, First Paragraph, reading "Performing Switching incidental to their Own Train or Assignment" and Substituting "Setting off from their Train, Cars which cannot be allowed to Go Forward on their Train."—This Board has already dealt with the revision of Article 140 of the Eastern Agreement in Chapter IV.

This proposal would make Article 140 more restrictive than it already is and this Board has already stated its views that the present wording of Article 140 is too restrictive.

This proposal is not recommended.

19. Request an Agreement to Simplify the Handling of Grievances—No real attempt was made by the Brotherhood to support this proposal and accordingly it is not recommended.

20. Request a Uniform Crew Consist Rule for Self-propelled Machines—This ground has already been covered by this Board in Chapter IV.

This proposal is not recommended.

21. Yards will not be Abolished, so long as there remains Four Hours Switching per Day to be Performed—Reference may be made here to a discussion of the whole subject of switching within switching limits that appears in Chapter IV.

This proposal would make it mandatory for the Company to pay a minimum of eight hours to a yard crew at points where four hours switching per day was required. This would saddle the railway with unnecessary costs and would be quite unjustified.

This proposal is not recommended.

22. Request Revision of Article 147 by Correcting the Answers to Questions on Page 155 of the Schedule in Order to Protect established Seniority—There appears to be discrepancy between the Questions and Answers in page 155 of the Eastern Agreement and Article 147.

However the correction suggested by the Brotherhood would appear to interfere *retroactively* with seniority.

This would seem to be objectionable and consequently the matter is referred back to the parties to settle directly between themselves.

II—Supplementary Notices—Special to Yardmasters

1. *Request that Yardmasters be Allowed 30 Minutes for Lunch between four and five Hours after starting Work, without Deduction in Pay*—There is no present rule for yardmasters and it appears that they regulate their own time and lunch period for which there is no pay deduction. Apparently some leave their office and take lunch when they find it convenient, and others carry their lunch and eat it at their desk.

The difficulty seems to be to provide relief for the yardmaster if the proposal were adopted.

The proposal sounds reasonable, but no one with any practical experience was produced to inform the Board why the rule was required or just how it would operate. For all we know the proposed rule might require a relief yardmaster to be called out solely for the 30 minute period involved.

No real effort was made to inform this Board of what really was involved in this proposal and accordingly it is not recommended.

2. *Yardmasters will not be Required nor Permitted to Perform Yardmen's Work such as Giving Signals, Throwing Switches, Pulling Pins or Flagging*—The Yardmaster is a supervisor and should be able to demonstrate how things should be done and to do such things if he so desires, or if it may be required to expedite the work.

This proposal is not recommended.

3. *Request a Rule that All Work Instructions given to a Yard Crew must be given to the Foreman by a Yardmaster*—In many yards there are no yardmasters. In any event this proposal is considered to be unduly restrictive.

This proposal is not recommended.

III—Supplementary Notices—Road Service

Only those proposals not dealt with in I or II above are here referred to.

1. *Request a Rule to Limit Freight Trains to 100 Cars*—The Brotherhood has failed to satisfy this Board that there are reasonable grounds to support this request.

It is noted that Quebec North Shore and Labrador Railway is operating heavy ore trains of 125 cars and more with a crew of only one brakeman, who rides in the cab of the diesel locomotive, one conductor in the caboose, and one engineer. The Company claimed that these operations were quite satisfactory and this was not denied.

This proposal is not recommended.

2. *Request a Rule to Provide that a Crew that Leaves the Terminal in one Class of*

Service, and arrives back at another Yard in the Terminal in the same or another Class of Service, will be under Pay until the Crew is Returned to the Yard from Which Ordered—The Company states that the occurrences complained of are infrequent and exist only at the larger terminals such as Montreal, Toronto and Winnipeg. It appears that local arrangements are in effect in most places to provide the transportation required.

Due to variation in conditions from place to place it would probably be better to deal with the matter on a local basis than by any rule which would apply on a system basis.

This matter is referred back to the parties to deal with in direct negotiations.

3. *A Request that Baggagemen handling Post Office Mail, will be paid Difference of 46 cents per Day for each Unit of 63 Sacks or Major Portion thereof handled during the Trip or Day's Work, in Addition to other Payment for the Trip. (Atlantic and Central Region only.)*—At present a baggageman is paid a higher rate than a brakeman and this rate includes the handling of Post Office mail, but where the baggageman handles more than 63 sacks or parcels, an additional differential of 46 cents per day is allowed.

The Brotherhood referred specifically to three instances when very large quantities of mail were handled and the Company reply as to these cases is set out below:

1. On September 11, 1961, train No. 19 leaving Montreal handled 1,076 sacks of mail. The baggageman was paid \$30.59 for the trip. Had he been paid 46 cents for each unit of 63 sacks, he would have received an extra \$7.82 for a total of \$38.41 or \$3.84 per hour for the 10 hours, five minutes on duty.

2. "On September 26, on train No. 18 leaving Toronto, there were 2,131 bags of mail. The baggageman was paid \$31.03 for the trip. Under the Brotherhood proposal, he would have been paid \$20.79 additional for a total of \$51.82 for the trip or \$4.71 per hour for the 11 hours on duty."

3. "On September 27, on train No. 19, there were 1,306 bags of mail. The baggageman was paid \$30.50 for the trip. Had he been paid as proposed he would have received \$12.60 in addition, for a total for the trip of \$43.10 or \$4.30 per hour for the 10 hours, 5 minutes on duty."

The Company claimed that the baggageman was not required to handle the loading and unloading of this mail by himself, as in most instances, postal department employees do the loading and unloading and the baggageman merely assists with such work. But at smaller stations, the members of the station staff render assistance.

It is noted that in each of the three instances referred to above, the baggage-man was paid approximately \$3.00 per hour which the Company claims is 80 cents per hour more than it pays to skilled railroad mechanics who serve a five year apprenticeship.

This Board considers that the baggage-man is presently adequately compensated for the work involved in handling mail under the existing differential.

Accordingly, this Board does not recommend the adoption of this proposal.

4. Request that Article 71 be Amended to Provide a Penalty for Trainmen who Fail to Comply with the Mileage Regulations—This proposal has been fully dealt with in Chapter III under the heading Mileage Limitations.

5. Request an Understanding that the Word "Uniforms" in Article 89, will be Understood to Include Overcoats—Article 89 of the Eastern Agreement obliges the railroad to supply uniforms free of cost to trainmen who are required to wear them and who are those regularly assigned in passenger service.

There is no Company requirement for a standard type of overcoat and consequently the employee wears an overcoat or a parka as he prefers.

This Board considers that there should be no obligation upon the Company to supply overcoats when the Company does not prescribe a standard overcoat but leaves it open to the employee as to what type he prefers to wear.

This proposal is not recommended.

6. Guarantee for Road Switcher Crews under 30 miles, to be Exclusive of Overtime—At present the road switcher crews are paid a differential of \$2.20 per day in excess of the basic daily way freight rate. The basic way freight rate is \$15.14 per day for a conductor and \$13.18 for a brakeman. Thus the road switcher crew is paid \$17.34 per day for conductors and \$15.38 per day for brakemen.

In addition to this, the road switcher crew, if regularly assigned to road switcher service, is guaranteed 2,600 miles per month at road switcher rates.

Translated into money this means that the regularly assigned road switcher crew is guaranteed a monthly payment of \$450.84 for the conductor and \$399.88 for the brakeman.

The Brotherhood proposal would require the Company to ignore any earnings by way of overtime and to exclude all overtime earnings when computing total monthly

earnings to decide whether or not any guarantee was payable.

It is considered that this proposal runs contrary to the whole purpose of a guarantee, that, normally, is to ensure a minimum level of earnings per month, and to provide that, if such minimum is not reached, the Company will be required to make up the difference.

But in determining whether or not such minimum level of earnings is reached, the total earnings of the employee for the month, whether by way of overtime or otherwise, should be taken into calculation.

This Brotherhood proposal is not recommended.

7. Request that New Cabooses be built according to Specifications for all Steel Cabooses Equipped with Electricity, Oil Heaters and Sanitary Facilities—This Board considers that improvements should be made as new equipment is built or renovated, and that every effort should be made, within reason, to provide new and renovated cabooses with modern lighting, heating and sanitary facilities.

This Board recommends that this issue be referred to the same joint committee which this Board has already recommended to be set up to deal with the matter of improved shelter for yard and road service.

8. Request for an Understanding that Trainmen Cut Off the Spare Board will not be Obligated to Exercise Seniority to the Spare Board at another Terminal, except in the Case of a Shortage of Men at the other Terminal—This proposal would permit employees to have the option of exercising seniority or not doing so and appears to be contrary to the principles governing the exercise of seniority in Eastern Canada.

In any event, the implications of this proposal were not explained by the Brotherhood, and consequently this Board refrains from recommending the proposal.

9. Request an Agreement that Pay Cheques be available 24 Hours a Day for Trainmen Departing or Arriving outside of Office Hours—The Brotherhood has failed to satisfy this Board that this proposal is warranted and so the Board does not recommend its adoption.

10. Request that Freight Crews that Cross the International Boundary en route be allowed an Arbitrary of 25 Miles each way to Compensate for the Additional Work Involved—This Board agrees with the Company that this proposal almost suggests that any work en route must be paid for over and above normal earnings.

There appears to be little justification for the contention that opening and closing doors when passing through customs justifies additional payment. The Company states that the forms for presentation to customs are filled out en route and are merely a part of the conductor's duties.

The Board does not see fit to recommend this proposal.

11. Request that Article 4 (a) be Amended by Deleting all Reference to Nine Consecutive Hours—The Company reply to this proposal was that the "eight within nine" rule is a standard rule for running trades in short turn-around passenger service and the trainmen's rule is even more generous than that applying to locomotive engineers. This statement by the Company was not denied by the Brotherhood.

As the Brotherhood has failed to satisfy this Board that this proposal is reasonable, this Board does not see fit to recommend it.

12. Request a Rule to Provide Through Freight Rates for Crews Deadheading on Passenger Trains before or after a Trip in connection with Through Caboose Operation—The matter of deadheading has already been dealt with in Chapter IV.

B—Western Canada

I—Supplementary Notices—Yard

Only those proposals not dealt with above in A—Eastern Canada—Supplementary Notices—Yard are referred to here.

1. A Rule to Provide that Every Second Thursday will be Recognized as the Official Pay Day; Men whose Assigned Days Off fall on the Recognized Pay Day and the day prior, will receive Pay Cheques on Completion of shift prior to commencing days off—No similar request is made for yardmen in Eastern Canada. This proposal would require a change from 24 pay days per year to 26 pay days per year, which is quite impractical unless the change were made uniform for all employees.

Several years ago, the non-operating employees made a similar proposal and the railroad offered to make the change provided all employees, including the running trades, were to be treated alike. The non-operating group withdrew the request and has not since renewed it.

This Board considers this proposal, limited as it is to a part only of one group of employees, to be impracticable and does not see fit to recommend its adoption.

2. Forty-eight Hours Prior Notice in Writing will be Required before a Yard Assignment can be Cancelled—There is no similar proposal for yard service in Eastern Canada.

The Company stated that it tries in every instance to give sufficient advance notice of the cancellation of yard assignment but that it is not always possible or feasible to give 48 hours notice in advance. The rule is 24 to 48 hours notice of cancellation and cancellations at as little as two hours advance notice are a rare and infrequent occurrence.

The Brotherhood provided no examples of hardship or abuse by the Company and therefore has failed to satisfy this Board that the proposed rule is necessary.

For this reason, no recommendation is made for adoption of the proposed rule.

II—Supplementary Notices—Road Service (Western Canada)

1. A Designated Switch for All Crews in All Classes of Freight Service (Terminal Time Rule)—Under Western rules, governing both conductors and trainmen, terminal time is not paid unless there is some delay in yarding the train. See Conductors' Rule 59 and Trainmen's Rule 67 in the Western Agreements, both of which read as follows:

"It is understood that at terminals other than those specified above, when a train can head into a clear track, or pull ahead and back into a clear track, and get engine away without delay, terminal time will not apply."

When delay in yarding the train occurs, terminal time is paid from the time of arrival at the outer switch until released from duty.

The Brotherhood proposal would require the Company to pay for terminal time in every case, that is, even where no delay occurs. The Brotherhood made no serious attempt to make a case for this proposed revision of the existing rules, that might prove to be an item of considerable cost to the Company.

Consequently, this Board does not see fit to recommend the adoption of this proposal.

2. A Rule to Provide a Conversion to Reduce Monthly Mileage with the Same Take-home Pay as Rates in Effect—There is no similar proposal for road service in Eastern Canada. The matter of mileage limitations has already been dealt with in Chapter III.

This Board sees little merit in recommending a conversion factor so that, in addition to mileage being limited to accomplish the Brotherhood objective of "spreading the work," the Company would also be obligated to pay more money for less work.

This proposal is not recommended.

3. A Rule requiring Excessive Layover Payment to be Applicable to All Classes of Service—There is no similar proposal for

road service for Eastern Canada. At present, excessive layover payment is made only to trainmen in unassigned service due to the irregularities of such service.

As the Brotherhood has failed to satisfy

this Board that there is any reasonable ground to warrant the extension of such payments to assigned service, this Board does not see fit to recommend the adoption of this proposal.

CHAPTER VI—WAGES

The Brotherhood proposes that “all wage rates, however established, applicable to miles, hours, overtime, arbitrary and special allowances; including car step-up rates, be increased eighteen (18) per cent effective June 1, 1961.”

This proposal is, of course, Brotherhood proposal No. 1 and covers all employees represented by the Brotherhood. The Brotherhood supports this proposal on two grounds, viz.:

1. That the rates of pay of CNR trainmen and yardmen have lagged far behind the increase in the productivity of their labour, which may be referred to by the short title of “Productivity.”

2. That the rates of pay of CNR trainmen have lagged far behind the trends in wage rates in other major sections of the Canadian economy, which may be referred to by the short title of “Restoration of Wage Differentials.”

These two headings will be dealt with below in the above order.

I. Productivity

The Brotherhood produced tables to establish that there has been a decided increase in productivity on the railways since 1939, to wit:

1. Revenue ton-miles per man-hour worked by freight service trainmen has almost doubled between 1939 and 1960 including an 85 per cent rise since 1949.

2. The over-all picture in road service showed a rise of 100 per cent in revenue traffic units per man-hour worked by all road trainmen between 1939 and 1960 with an increase of 80 per cent since 1949.

3. For all categories of train and yard service combined, there had been an increase of close to 70 per cent in gross ton-miles per man-hour since 1939 and 72 per cent since 1949.

Then the Brotherhood proceeded to demonstrate that the increase in *real* average hourly basic rates (taking into account the increases in cost of living) and daily basic rates of freight service, of road service and of combined road and yard service had not kept pace with the increase in productivity but had fallen well behind.

Also, if *real* average hourly *earnings* instead of rates were used in comparison with the increase in productivity, the result was the same but not nearly so pronounced.

In the view of the Board Chairman this approach is not a valid one for the following reasons:

1. a. Productivity is the result of a combination of many factors including the kind and type of equipment used, the method or methods of production employed, the efficiency and experience of management, the degree of mechanization of the productive process, the adaptability of the industry to technological improvements and the degree to which they are used, the ability or willingness of management to make large capital investments for improvements, and, of course, the skill, ability and efforts of the employees.
- b. This is well illustrated by the fact that it would be quite possible for output per man hour to increase due to mechanical and technological improvements while the actual productivity of the labour input greatly decreased—as for example is the case with firemen on diesel locomotives as compared with steam locomotives.
- c. Thus to correctly estimate what share of increased productivity is due to labour one would have to undertake a most intensive investigation in the course of which it would be necessary to determine what share of the increased production could fairly be allotted to *all* the major factors including labour.
- d. During such an investigation, close attention would have to be paid to any increase in capital investment, as generally such increases are made with a view to expediting production and increasing productivity and as a rule effect that result.
- e. In this respect it is noted that between 1950 and 1960 gross capital expenditures by the CNR amounted to \$1,900,000,000, which would doubtless include the cost of replacement of steam locomotives with diesel electric motive power and the attendant changes in servicing facilities, improvement of road beds, centralized traffic control, improvements in rolling stock and other equipment, building of hump yards, etc.
- f. It would indeed be surprising if a capital investment of this size would not have a very substantial effect in increasing productivity without calling for any extra effort whatever on the part of the employees.
- g. Many of the improvements due to this enormous capital investment would have the effect of reducing the strain and fatigue imposed by railroading upon the employees, but on the other hand, in certain respects the responsibility may have been increased.

2. The unit of output used by the Brotherhood, the revenue ton-mile, referred to in (1) above does not take into account changes in traffic mix—e.g., whether the goods carried

constitute bulk freight or package freight, which differ greatly both in revenue yield and in the labour component per ton-mile unit.

3. Also, the revenue ton-mile is a physical unit and even if it were an accurate indicator of the labour output in moving the goods, it does not reflect the value of the output or the profitability to the Company.

4. Demands of the employees to share an increased productivity are based upon the desire to participate in the benefits flowing from increased productivity, viz., increased profits.

5. But unfortunately in this particular case, Canadian National Railways has since 1946 piled up an accumulated deficit of \$302,500,000.

6. Even if an accurate method were devised of establishing what degree of increased productivity was due to the contribution of labour, that would only be half the battle, because productivity is only one of the several factors which may be taken into account in examining wage structures.

7. These other factors include the nature of the work performed, the levels of skill, training, ability and education required, the nature and degree of responsibility exercised, any special drawbacks or occupational hazards involved and so on.

For the above reasons, this Board is not impressed with the Brotherhood support of the 18 per cent wage increase based upon the productivity factor.

II—Restoration of Wage Differentials

The Brotherhood position in this respect is here set out in its own words, but separated, for convenience of reference, into four parts, as follows:

1. It is the position of the Brotherhood that the *relative position* of the wage rates of the employees, here represented vis-a-vis those of wage earners in the other sectors of the Canadian economy has deteriorated drastically since the prewar period and in the postwar period as well.

2. The Brotherhood submits that this deterioration imposes a grave injustice on the employees it represents, and should be corrected.

3. The former relative positions of the wages of these employees properly reflected the skills, responsibilities, hazards, inconveniences and away-from-home expenses associated with the work of train and yard service employees of Canadian National Railways.

4. The Brotherhood submits that these factors have not materially altered in recent years, and that the pre-existing differentials, based on these factors, should be restored.

Observations as to Above Statement— These observations will be divided into four parts, as is the Brotherhood proposition set out immediately above, and under each part will be designated items (a), (b), (c) etc., for reference purposes.

1. a. Whether the deterioration in the relative position is drastic or not depends upon whether what is compared is the basic hourly rates or the average hourly earnings.

b. In the case of yard service employees, this does not make such a difference, as their average hourly earnings, while higher than their basic hourly rate, are reasonably close to it as shown by the following table:

CNR	1961 Basic Rates		1961 Average Hourly Earnings
	Daily	Hourly	
Yard foreman	\$18.76	\$2.35	\$2.59
Yard helper	17.41	2.18	2.36
Switch tender	15.07	1.88	2.01

c. The reason for the above is that yard service employees work on a five-day week, eight-hour day basis, with time-and-one-half for overtime, similar to the generality of workers in industry at large.

d. But the situation is quite different with the road service employee who is paid on the dual basis of pay, according to miles run or hours on duty, whichever

produces the most pay. Thus in freight service a run of 100 miles produces pay for a basic day even though it may only take two to five hours to run that distance.

e. Consequently, the average hourly earnings of the road service employee are vastly different from his basic hourly rate of pay as is shown in the table following:

	Basic Hourly Rate			Average Hourly Earnings		
	1939	1946	1961	1939	1946	1961
Conductor, Passenger	\$0.84	\$1.08	\$1.91	\$1.31	\$1.49	\$3.42
Conductor, Through Freight	0.77	1.01	1.80			
Conductor, Way Freight	0.84	1.07	1.89	→ 1.09	1.28	3.21
Baggageman, Passenger	0.61	0.85	1.59			
Flagmen and Brakemen, Passenger	0.59	0.83	1.56	→ 0.97	1.16	2.81
Flagmen and Brakemen, Through Freight	0.61	0.84	1.58			
Flagmen and Brakemen, Way Freight	0.66	0.89	1.65	→ 0.86	1.07	2.77

2. a. In respect to the allegation that a grave injustice has occurred, it might be said that the year 1939 is 23 years ago and that if a comparison is to be made as to relative position of trainmen vis-a-vis wage earners in other sections of the Canadian economy, then the year 1946 would seem appropriate.

b. If the year 1946 is selected for comparison

purposes, and it is probably just as relevant as any other year, then it appears that the relative position of a freight trainman on Canadian railways in 1961 has *improved* in comparison to 1946 to a degree which is slightly better than the relative improvement in the average hourly earnings in industry generally, as is evidenced by the table which follows:

	Average Hourly Earnings 1946 (Column I)	1961 (Column II)	% Increase From 1946 to 1961
<i>Durable Goods</i>			
<i>Manufacturing</i>			
Male Wage Earners (a)	\$0.798	\$2.036	255
<i>Canadian Railways</i>			
Freight Trainmen (b)	1.13	2.941	260

(a) Brotherhood Main Brief: Restoration of Wage Differentials, Table XI.

(b) Brotherhood Main Brief: Productivity, Table IV, quoting DBS: Railway Transport.

c. It is not suggested that the same result would follow with respect to all yard service or all services combined or even with respect to all road service, but what is suggested is that since 1946 the relative position of trainmen generally has not *drastically* declined compared to industry generally.

d. Another factor for consideration is that, included in the figures for industry in general, are the relatively inflated earnings of employees in such industries such as primary iron and steel, motor vehicles, smelting and refining that have been, generally speaking, exceptionally prosperous since 1946 and until very recently have seemed to have had little difficulty in increasing the price of their products to keep pace with substantial wage increases.

3. The third proposition advanced by the Brotherhood is as follows: "The former relative position of the wages of these employees properly reflected the skills, responsibilities, hazards, inconveniences and away-from-home expenses associated with the work of train and yard service employees of Canadian National Railways."

The Brotherhood did not attempt to support this bald and startling statement with one iota of evidence, if any such were available, which is highly doubtful.

In fact it is very difficult to believe that the Brotherhood seriously intended this Board to accept this proposition at its face value.

In the first place, two years were selected for comparison purposes, viz., 1939 and 1946, and no attempt was made to show that in either year, the relationships in respect to wages, of the various groups of workers referred to, were ideally constituted or related to each other upon such a meritorious basis that the relationships at these particular times should be perpetuated for ever. In fact, even if such an ideal situation did at one time exist, which is almost impossible to believe, there is no assurance whatever that it could be continued.

The economy of this country is not a static thing—it is constantly growing and changing, and in the process, the relative positions of various groups of employees,

and indeed employers also, is subject to continual alterations and modifications. The enormous demand for the products of industry during World War II initiated a great increase in manufacturing in Canada, and after the conclusion of hostilities, the tremendous backlog of demand for consumer goods laid the foundation for greatly increased industrial activity.

As this created a wide field for the organization of industrial workers, it was only natural that the industrial unions would use their best endeavours to raise wages and eliminate what to them appeared to be the unjustifiable gap between wages in industry generally and in railroading.

But these efforts by the industrial unions to increase wages in heavy and light industry and various other fields were certainly not detrimental to the interests of railroad employees, because even if the "differential" was narrowed, this was, in the nature of things bound to come, and in spite of the narrowing of the differential the size of the actual wage increases obtained in industry generally, in an endeavour to close the "gap," still was of assistance to the railroad employees in obtaining the actual increases which were gained since 1946.

The foregoing statement is illustrated by the following figures as to settlements between this Brotherhood and the Canadian National Railways since 1946:

June	1/46	10¢ per hour
Jan.	1/48	Increased vacation for mileage and daily rated employees
March	1/48	17¢ per hour
Dec.	1/50	14½¢ per hour
April	1/52	12% (15.4¢ per hour)
Oct.	1/53	5-day week for yard employees
Feb.	1/54	1% increase to conductors only
April	1/55	Increased vacation with pay
April	1/56	7% (deemed to include \$4.25 per month in lieu of Health and Welfare)
June	1/57	5%

Car step-up for longer trains

June 1/58	2.3%	Wage increases applied to previous rates after removing 1% from previous 12% increase.
Feb. 16/59	3.0%	
Sept. 1/59	3.0%	
June 1/60	1.5%	

The above figures suggest two conclusions:

i. The wage increases obtained by these employees from 1946 to date have been quite substantial and appear to be such as would be greater than those granted generally in industry in Canada, and probably as high as the increases granted to the top segment of the manufacturing industry.

ii. The flat across-the-board increases, if they were the same as those granted to the leaders of the industrial group, would tend to narrow the differential between them and the railroad group.

4. To restore the pre-existing differentials at this late date would, from a practical point of view, appear to be impossible because:

a. It would saddle this Board with the task of trying to "undo" all the previous settlements negotiated between this Brotherhood and this railroad since 1946.

b. It would in effect be asking this Board to overrule the recommendations by the experienced Chairmen and the members of every Conciliation Board that since 1946 has dealt with the matter.

c. It would be asking this Board in effect to make a finding that, when the previous settlements since 1946 were made, this Brotherhood did not understand what it was doing or that it was acting under the pressure of such adverse economic circumstances that it had no alternative but to accept wage increases which were utterly inadequate.

Accordingly, this Board has come to the conclusion that there is no real justification for the restoration of the wage differentials that existed in favour of this Brotherhood in the year 1939 or in the year 1946, or indeed in any other year.

The Last Settlement with the Non-operating Employees—As the pattern of wage settlements for many years has been the same in respect to the various running trades and has closely paralleled the settlements arrived at with the non-operating group of employees, it might be thought that the last settlement with the non-operating group should be closely scrutinized.

The last settlement with the non-operating group was made on the basis of an eight per cent increase for a two-year contract, which were the figures recommended by the Milvain Conciliation Board Report filed in August 1960.

The renewal agreement with the non-operating group was for two years from January 1, 1960, expiring December 31, 1961, and the wage increases were as follows: two cents effective January 1, 1960; 5 cents effective September 1, 1960; and four per cent effective May 1, 1960 (based on rates in effect December 31, 1959).

The total wage increase was eight per cent or 14 cents for the two-year agreement.

It might be thought that this figure of eight per cent would represent a minimum figure for a settlement in the case of the dispute before this Board. However, this is an erroneous conclusion, as is indicated by the following observations:

1. The Milvain Board was dealing in August 1960 with a renewal of the non-operating agreements that had expired December 31, 1959.

2. This Board is dealing now with a renewal of the B of RT agreements that expired May 31, 1961, some 17 months later.

3. Generally speaking the economic situation in Canada was considerably different in August 1960 than it is in March 1962.

4. Also, the general pattern of wage settlements today is less generous than in August 1960.

5. The formula used by the Milvain Conciliation Board was based on the assumption that the durable goods employees' average hourly earnings would increase by the same rate of 7.9 per cent during the two-year period commencing January 1, 1960, as they did during the previous two-year period.

6. This formula produced 14 cents per hour for a two-year agreement and was designed to prevent any widening of the differential between the average earnings for durable goods manufacturing and the non-operating group by bringing the latter to \$1.907 per hour.

7. But the projection into the future made by the Milvain Report for the future earnings of the durable goods manufacturing group was of necessity based upon past experience, and actual experience since August 1960 has demonstrated that it was too high, as it did not allow for the "slow-down" which in fact did occur.

8. As of July 1961 the Milvain projection was approximately 7½ cents per hour too high.

9. In any event, the Milvain Report covered the period of January 1, 1960 to December 31, 1961, with respect to the non-operating group and as far as the B of RT is concerned all of this period of two years was covered by agreements expiring on May 31, 1961, except for the last seven months.

10. Thus the period this Board is concerned with commences June 1, 1961, and has no real relation to the period dealt with by the Milvain Report except for an overlap of some seven months, viz., June 1, 1961 to December 31, 1961.

11. An additional consideration is that for the first time in many years, the running trades are, so to speak, "breaking the trail" as their agreements have expired before the expiry of the non-operating agreements, due to the fact that they signed three-year agreements in 1958 instead of two-year agreements as did the non-operating group.

For the above reasons it is not considered that the Milvain Report figures of eight per cent for two years establishes any minimum figure for the settlement of dispute before this Board.

Earnings of Trainmen—It is of some relevance to consider briefly the earnings of the members of the bargaining unit represented by this Brotherhood.

The figures shown below are taken from the actual T-4 slips of employees who received compensation in 24 pay periods in the year 1960 and consequently show actual earnings of employees who received some pay at least twice per month all year.

Thus the figures below do not show the earnings of those who may have worked for part of the year only, due to various causes such as being hired, retired, discharged, laid off or off sick during the year.

	1960
1. Conductors, Passenger and Freight	
64.4% earned more than	\$6,500
83.9% earned more than	6,000
94.7% earned more than	5,500
2. Brakemen and Baggage-men, Passenger and Freight	
66.1% earned more than	5,500
82.8% earned more than	5,000
94.8% earned more than	4,500
3. Yardmasters	
86.5% earned more than	5,500
94.7% earned more than	5,000
4. Yard Foremen and Helpers	
71.5% earned more than	4,500
91.6% earned more than	4,000

Note:

1. Generally speaking, conductors' earnings are approximately \$1,000 more than those of brakemen.

2. Generally speaking, brakemen's earnings are approximately \$1,000 more than the average of yard foremen and yard helpers.

3. Generally speaking, yardmasters' earnings are about half way between those of conductors and brakemen.

Average Industrial Settlements—The figures for the average general wage increases in Canada in 1961 are not available to this Board.

However, a review of 345 collective agreements covering 117,519 hourly-rated employees of manufacturing companies located in Ontario has revealed that 246 agreements provided for general wage increases averaging 5.9 cents per hour to 75,658 hourly rates works in 1961. (Source: Central Ontario Industrial Relations Institute: *Collective Bargaining 1961.*)

This, of course, is only a partial survey, but it is considered by this Board to be fairly typical of the Province of Ontario in respect to employees in manufacturing represented by industrial unions. As Ontario is a highly industrialized province it is considered that the average for the whole of Canada would in all probability be less than the Ontario figure.

The Board Chairman has some reason to believe that the national average figure is below five cents per hour for 1961, but

authority for this statement is not available to hand at the moment of writing.

Developments in Canadian Railroad Industry—Any Conciliation Board dealing with a dispute of this nature would, as a matter of course, have to give serious consideration to any recent developments in the railroad industry in Canada as to contract settlements.

These developments are briefly dealt with in order below in numbered paragraphs:

1. The Anderson Conciliation Board has recently dealt with two disputes between the Brotherhood of Locomotive Engineers (BLE) and the Canadian National Railways and Canadian Pacific Railway.

2. In each case the wage settlement recommended was for 6½ per cent for a three-year renewal.

3. Following the release of the Anderson Report, the engineers (BLE) took a strike vote and after an affirmative vote set strike deadlines of April 2 and 3 respectively.

4. Quite recently the engineers (BLE) settled with the Canadian National Railways for the Anderson Report figure of 6½ per cent as to wages for a three-year contract but with changes in the "phasing" of the last 4½ per cent.

5. This Board understands that the engineers (BLE) have also settled with the Canadian Pacific Railway upon the same basis as to wages (i.e. 6½ per cent increase spread over three years) as the Canadian National settlement.

6. Before the engineers (BLE) settlement referred to above, the firemen (BFL & E) had settled with the Canadian National Railways for 6½ per cent for passenger firemen and Newfoundland engineers, and 4 per cent for freight and yard firemen for a three-year agreement.

Views of Board Chairman—Industrial settlements during 1961 in general were of a moderate nature, and with few exceptions, the trend seems to be continuing as, for example, the recent suggestion of a settlement in the steel industry in the United States for no general wage increase and 10 cents per hour in fringe benefits for a two-year contract. Note: Since the foregoing was written the new two-year contract has been approved, granting an estimated 10 cents per hour in fringe benefits, with no wage increase in the first year, but with a re-opener as to wage rates, pensions and insurance upon 90 days notice served after April 30, 1963.

There is nothing in the railroad situation to suggest that the railroad industry should be any exception to the general rule, and indeed, present prospects suggest that the railroads can expect an increase in the intensity of competition for the transportation dollar in the near future.

The recent settlements in the railroad industry are of prime importance and go a

long way toward establishing a "pattern" for wage settlements in the industry. Especially is this so in the case of the Brotherhood of Locomotive Engineers, as they were under no such disability as affected the Firemen (BLF & E) who had to bargain for a large group (firemen on freight and yard engines), who had been ruled to be "surplus" by the Kellock Royal Commission.

It can be argued of course that the 6½ per cent settlement to the engineers means more money than 6½ per cent to the trainmen, and consequently that the trainmen should get a larger percentage figure.

The short answer to this argument is that this same argument has failed to prevail for the last 23 years because, since 1939, the running trades (BLE, BLF & E and B of RT) generally have accepted settlements of their agreements for the same wage increases, whether the increase happened to be in cents per hour or percentages.

When the settlements were on a percentage basis, then of course the higher paid employees gained, relatively speaking, but when the settlements were on a cents-per-hour figure, the lower paid groups gained, relatively speaking.

It is very late in the day to suggest that this established pattern should now be changed after having been in effect for some eight wage movements over a period of some 23 years.

In addition to the above, the engineers in the recently concluded settlement suffered a loss or reduction in arbitrary payments that resulted in substantially reducing the take-home pay of various locomotive engineers.

No such losses are involved for the members of this Brotherhood in the current dispute.

Recommendation—For the reasons outlined above, this Board recommends that the following general wage increases be implemented for a renewal of the agreements between the Canadian National Railways and the Brotherhood of Railroad Trainmen for a three-year period commencing June 1, 1961, and running to and including May 31, 1964:

1. Effective June 1, 1961, a general wage increase of one per cent (1%).
2. Effective December 1, 1961, an additional general wage increase of one per cent (1%).
3. Effective first pay period following the date of signing of the renewal agreements, an additional one and one-half per cent (1½%).
4. Effective December 1, 1962, an additional one and one-half per cent (1½%).
5. Effective December 1, 1963, an additional one and one-half per cent (1½%).

The above recommended wage increases are all to be based upon the basic rates of pay and arbitraries (not including car step-up rates, territorial differentials or car retarder operator's rate) in effect in road and yard service on the Canadian National Railways on May 31, 1961.

General Observations—This Board sincerely regrets that it was not able to fill its primary responsibility to bring the parties together in a final settlement of all matters in dispute.

Many days were spent in an intensive effort to reach a solution by way of compromise, and at times it appeared as if these attempts by way of conciliation were gaining headway, but in the end all such efforts proved to be of no avail.

There were, of course, wide differences between the parties upon the issues of proposals for the revision of various schedule rules, but these differences could probably have been solved if the Board had been successful in having the parties agree upon an acceptable formula for wage increases.

In this connection, complaint was made that the Company failed to make any offer as to wage increases but this was hardly required as the figure put forward by the Company in the engineers dispute was known to all concerned, and once the Anderson Report was released in the engineers dispute, the figure of 6½ per cent for a three-year contract was clearly available.

In the view of the Board Chairman, the basic reason for the failure of the mediation efforts by this Board was the absolute rejection by the Brotherhood of the 6½ per cent figure as being a realistic one for a general increase for a three-year renewal.

Added to this was the considerable influence upon the minds of the majority of the members of the Brotherhood negotiating committee of what was considered to be the overwhelming advantage accruing to the Brotherhood because 1962 appears to be a federal election year.

The Board Chairman made every effort to emphasize the hazards implicit in this type of thinking, and the potential danger to the long-term interests of the employees that it involved, and to urge a settlement of the issues in the dispute upon their merits, but, unfortunately, without any success.

Nature of Report—Generally speaking, it is almost the invariable practice of the Chairman of this Board to refrain from writing an adjudicative type of report, because the Board report is simply a continu-

ation of the effort to mediate the issues and the report should be designed to promote a post-report settlement.

For this reason, the report should, as a general rule, confine itself to the "hard core" items and make recommendations designed to suggest a solution to the major items in dispute, leaving it to the parties to tidy up the details.

However, the dispute before this Board appears to be a special one, and this has been emphasized by the fact that both parties to this dispute have requested that the Board report should be of an adjudicative nature.

Under these circumstances, this Board would appear to have no option but to comply with these requests and write an adjudicative report.

Net Result—As the pages above will demonstrate, this has been done, and the net result, insofar as the major proposals on each side are concerned, is summarized below:

I—BROTHERHOOD PROPOSALS

1. Wages—6½ per cent for three-year renewal agreement of which two per cent is retroactive.
2. Vacation—four weeks after 25 years.
3. Interchangeable seniority rights—road and yard service.
4. Mileage limitations—system wide—road service.
5. Extension of Yardmasters Agreement south of St. Lawrence River.
6. Car retarder operators—in part.
7. Health and welfare—cost shared equally.

II—COMPANY PROPOSALS

1. Revision of Articles 140 and 102—in part.
2. Car retarder operators—in part.
3. Rotary spare board—yard service—West.
4. Monthly guarantee, passenger trainmen—East.
5. Eliminate third brakeman on freight trains over 59 cars—West.
6. Trainmen work train service released Saturday—system.

It is the view of this Board that the items listed immediately above provide a reasonable basis for post-Conciliation Board Report bargaining and that with these items on the table, the parties themselves can arrive at a reasonable solution of this dispute by negotiating whatever adjustments are required.

Conclusion—Upon behalf of the Board, the Chairman wishes to express its appreciation to the representatives of the parties for their assistance in clarifying the issues.

Upon his own behalf, the Board Chairman acknowledges the whole-hearted co-operation which he received from his colleagues upon this Board, whose considerable experience and skill in these rather specialized fields was of inestimable benefit to the Chairman.

Dated at Haileybury, Ont., the 3rd day of April, 1962.

(Sgd.) J. B. ROBINSON,
Chairman

(Sgd.) T. R. MEIGHEN,
Member

(See also Addendum.)

MINORITY REPORT

I have the honour to be a member of the Board of Conciliation and Investigation appointed by you to deal with the matters in dispute between the above-cited parties, and I regret to advise you that I find it impossible to join as a party in the Majority Report that has been made to you by the Chairman and the Railway Nominee, for reasons which I will set forth below.

Notwithstanding a great many meetings of the Board, as appears in detail in the Chairman's report referred to, and very lengthy negotiations, the Board, I regret to say, has failed to bring about a settlement between the parties. The paramount reason for this failure has been the unsympathetic and unyielding attitude of the Railway Company.

You will no doubt appreciate that there are no less than seven agreements involved in this dispute affecting wages and working conditions of the Railway's employees in both yard and road service (with the exception of enginemen), employed on the Canadian National Railways system from

coast to coast, in numbers approximately 10,000 men as presently employed, and also that four years have gone by since the last general revision of these collective agreements. It is accordingly to be expected that an almost infinite number of subjects for discussion would arise when the parties approached a renewal of these collective agreements under such circumstances.

There were some 16 national requests submitted by the Brotherhood covering the entire system, and in addition, a number of requests originating in and pertaining to the various railway regions. In addition, the Company submitted demands for major rule revisions.

The Problem of Wages

The chief of the national demands was, of course, with respect to wages. In its original request, the Brotherhood asked for an increase of 18 per cent applicable to all rates and arbitraries. The Brotherhood of Railroad Trainmen urged in justification of

its request for such a wage increase: (a) the marked increase in the productivity of the Railroad system; (b) the decline in the purchasing power of the Canadian dollar, or, otherwise expressed, the increase in the cost of living; and (c) the pattern of advance in wages of industry generally.

The increase in productivity of the Canadian National Railways system is very great indeed. There has been an increase of 72 per cent in gross ton-miles per man-hour in all categories of train and yard service combined, in Canada, since 1949. The average hourly real rates of all trainmen and yardmen on the Canadian National Railways have increased only thirty per cent since 1939, while productivity has increased on an overall basis by 70 per cent. Trains have become longer and heavier, and they travel faster, so that real wages have decreased per ton-mile, since 1949, by 15 per cent. In this improvement of the system's productivity, the railway labour has played a major part. The man who is now doing what it took two men to do previously is entitled to some recognition.

I have spoken of the pattern of advances in wages in industry generally. The Trainmen's representatives urged their right to the restoration of the traditionally relative position of the Brotherhood members' wage rates and earnings to those of the most comparable groups of Canadian workers in other industries, and, of course, to those of comparable groups of employees of the Railway itself.

While I am impressed with the force of the Brotherhood's arguments and am sympathetic to its case, I cannot but realize that the wage increase that would be called for on these grounds is such as to preclude the possibility of a peaceful and amicable settlement of the wage problem on that basis.

It is with reluctance, therefore, and solely in order to maintain industrial peace, that I now recommend a wage increase to the trainmen and yardmen who constitute the membership of this Brotherhood, in an amount of eight per cent across the board, being an increase exactly similar to that recently granted to the non-operating employees of the Canadian National Railways. In the light of all the postwar settlements between these parties, the Railway and its employees, the Brotherhood could not be expected to accept an increase less than that of the pattern set by the non-ops settlement, that is to say, four per cent plus four per cent, or a total of eight per cent. This is the minimum, if the Brotherhood of

Railroad Trainmen is to maintain its relative position with other groups of the Company's employees, particularly with the non-operating employees.

For years there has necessarily been a certain uniformity of change in the wages of the operating and non-operating trades employed by this Railway. The Trainmen's collective agreement with the Canadian National Railways terminated on the 31st of May, 1961, and on that very date the Company gave to the non-operating employees an increase of four per cent for the period commencing the 31st of May, 1961 and ending the 31st of December, 1961, that is, until the collective agreement between the non-ops and the Canadian National Railways reached its termination.

Thus the Trainmen are entitled on this traditional basis of comparison to a similar increase, that is to say, four per cent from the 31st of May 1961 to the 31st of December 1961, or say to the 31st of May, 1962, on which date the first year closes following the termination of the Trainmen's collective agreement. This I recommend, together with a further four per cent for the succeeding yearly period, being an eight per cent advance spread over a two-year collective agreement.

During the many months in which this Board of Conciliation was in session, the Railway management made no wage offer of any kind, and it is now in a position accordingly to accept this moderate recommendation. No lesser amount will allay the growing dissatisfaction and discontent among this, the largest group of its operating employees.

The dispute between the Canadian National Railways and the non-ops was heard by the Milvain Conciliation Board, and in its submission the Railway management itself made this significant statement:

"6. The running trades or operating employees are those actually engaged in running the trains—enginemmen, firemen, conductors, trainmen and yard switchmen. They represent 17 per cent of the total employees, and both their conditions of employment and basis of pay, for the most part, differ substantially from those generally applicable to non-operating employees. Notwithstanding these differences, however, it has been customary to negotiate settlements closely paralleling the settlements made with the pattern-setting non-operating group".

"7. The most recent settlements made with the running trades resulted in three-year agreements with these employees on Canadian National, while on Canadian Pacific the duration of the agreements varied from two and a half to three years. Due to changes in certain provisions of the agreements affecting compensation, the amount of wage increases received by engineers, firemen, trainmen and yardmen were not uniform throughout the agreements but generally they parallel the pat-

tern set by the non-operating employees of a three-stage increase amounting to four cents, three per cent and three per cent plus a further increase of 1.5 per cent for the additional period of the agreement beyond two years." (Page 2 emphasis added.)

In view of the above statement, the Company is not now in a position to brush aside as non-applicable the comparison that I have stated, between the advances granted to the non-operating group and the increase that I recommend to the Trainmen.

That the Canadian National Railways management has anticipated a demand for an increase in wages by the operating employees affected by this dispute, is clear from the statement made by management to the Milvain Conciliation Board, as follows:

"18. While, as has been said earlier, the wages and working conditions of the running trades employees differ materially from those of the employees represented here, it can only be anticipated that as in the past, they would endeavour, at the expiration of their present agreements, to negotiate settlements at least generally equivalent in cost to any made for the employees represented here."

Those represented here were, of course, the non-operating employees, and management was frank in anticipating demands from the running trades employees for settlements "at least generally equivalent in cost," to those accorded the non-operating employees. The expectations of the men, and their bargaining objectives, are hardly likely to be inferior in cost to what the Railways themselves expected and announced in advance. Any inferior settlement, such, for instance, as that proposed in the Majority Report, will but aggravate the sense of grievance that I have seen growing over the years and would, I know, lead to serious labour unrest on the Canadian National Railways.

The maintenance of the parallel in wage increases between the operating and non-operating trades in this Railway employ is nothing new. When these same parties were before a Conciliation Board of which I was a member, in 1956, the Canadian National Railways' statement contained the following paragraph:

"31. The pattern of wage settlements has been generally the same among the various running trades from 1939 to date and has over the years closely paralleled those made with non-operating employees." (Page 7.)

And further on in its same Brief in 1956, the Canadian National Railways repeated its statement as follows:

"76. Since 1939, the running trades, including trainmen, have either bargained in concert with the non-operating group or have made settlements patterned after theirs."

In the past, the Brotherhood of Railroad Trainmen has usually led the way in the matter of wage increases, rather than following the non-ops lead, as my present recommendation would imply. This fact was clearly set forth in the Canadian National Railways presentation in 1956. In the light of past bargaining history, it would be extraordinary and highly provocative were the Trainmen expected to follow a pattern of advance set by other running trade groups, and particularly so, were that pattern to be inferior to the non-op pattern.

In the recent past, the Brotherhood of Railroad Trainmen has normally surpassed the non-ops pattern, and it has always surpassed any mere interim pattern set by another of the running trades. The Brotherhood is not now to be expected to submit to a lesser percentage of advance than that paid to the non-operating trades simply because that percentage has been accepted by a much smaller though higher paid group.

Public Has Bought Peace

It is surely sufficient to justify the wage advance that I have recommended, as the Government, at the expense of the people of Canada, has already given to the railways—on their own calculation—enough money to extend the non-ops pattern to all railway employees in Canada. The Railway Association of Canada made a statement to the Milvain Conciliation Board, that is to be found in the Railway's Exhibit No. 2, (Statement C101), showing that the cost of extending substantially equivalent settlement to *all* railway employees—non-ops, running trades and unorganized workers combined (except officers and supervisors)—amounted to \$52,393,300. This would be the total cost of the non-ops settlement were it extended to all employees on both railways.

This \$52-million figure is very close to the \$50 million given to the railways, as a subsidy, by the Government and people of Canada. Government spokesmen may have given other reasons for the subsidy, but it is commonly accepted that the funds were meant to pay the increase recommended by the Milvain Board. Having taken the money sufficient to indemnify them for a certain level of wage increases, the railways are not now in a position to chisel on the rate and pocket the difference.

Whatever the railways' relations with the Government may be, however, my recommendation of an eight-per-cent advance spread over a two-year agreement, is thoroughly justified, and so moderate that it should be accepted without further delay by both the Brotherhood and the Railroad.

Wages Not Undue

I appreciate that top seniority men in the running trades are fairly well paid, but not extravagantly so when compared with say civil servants in equally responsible departmental positions. These well-paid senior railway men have worked their way through a long period of substandard and uncertain earnings, together with the disruption of family and social life, around-the-clock hours and frequent hardship. The public hears of the high wages, but seldom of the actual take-home pay of the lower categories, nor have the Railway managements been overly ready to supply the true information.

The Canadian Pacific has recently been unusually frank. It is surprising to learn that 9.8 per cent of all trainmen and 10.4 per cent of all yardmen earn on that railway less than \$2,000 per year, and 10.6 per cent earn less than \$1,000 per year; 14.7 per cent of all trainmen and 21.2 per cent of all yardmen earn less than \$3,000 per year. Also, 24.7 per cent of all conductors earn less than \$6,000 per year. These are Canadian Pacific Railway figures, but they will approximate closely the actual pay on the Canadian National Railways.

In the light of such facts, some railway critics may revise their thinking, and I am not surely unduly sympathetic in recommending an eight per cent increase.

Company Proposals

Demand No. 1—Switching—The negotiations opened with a demand by the railway management for the removal of all restrictions on management's authority to (a) use road crews to perform switching within switching limits; (b) supplant yardmen on work in shop or plant areas by men of other crafts, and (c) change switching limits without Brotherhood concurrence.

This is a proposal upon which the Railway insisted and to which the Brotherhood was unable to agree. At present, trainmen perform switching within yard limits which is incidental to their own trains, and, as well, without restriction in yards where yardmen are not employed, and, of course, on the road, particularly at junctions and terminals. It is only in yards within switching limits where yardmen are employed, that yardmen's rights to employment are maintained. This the Company insists on further reducing by changing the word "employed" to the words "on duty." This would of course put the two crafts entirely in the hands of management, and at its mercy, for even where yardmen are employed, the Company would have the right

to choose which craft it cared to call for any particular duty, to the exclusion of the other craft.

It should be borne in mind that road and yard service are two distinct traditional crafts, though the men engaged form the membership of a single union, the Brotherhood of Railroad Trainmen. The work of both crafts consists in the movement of railway cars, but while the work is similar in some respects it is by no means identical.

The Brotherhood is convinced that, should the right of yardmen to yard work be released by the union or taken from it and the Company be empowered to use road crews in yard switching operations, and to use shop and other crafts in what is now and has been from time immemorial recognized as yardmen's work, the Company will be empowered to abolish the yardmen's craft entirely. The Brotherhood stoutly refuses to leave an important portion of its membership at the mercy of management.

The placement of yard switching limits is vital to the continued existence of the railway crafts, and undue narrowing of the limits could be fatal to the yardmen's craft and similarly an undue widening of the limits might seriously encroach upon the employment of roadmen.

An effort was made by the Board and the Brotherhood to find a compromise solution that would meet the supposed needs of the Company for greater operating flexibility, but without success, as the management was inflexible and immovable.

I take emphatic exception to the views of the Chairman and his recommendations with regard to the amending of Article 140 and Article 102, as contained in his Report [Chapter IV, under First, Second and Third Company Objectives, successively]. The Chairman admits that he was unable to suggest an amendment to Article 140, that would satisfy the Company without at the same time destroying in its entirety the protection of the yard craft. The Chairman recognized the gravity of the situation, but nevertheless recommends that the Brotherhood negotiate with the Company the actual destruction of the rule upon which the Yardmen's collective agreement is based.

Shopmen to Replace Yardmen—The second objective that the Company seeks in connection with Article 140, is contained in Chapter IV of the Majority Report under "Second Company Objective" and reads as follows:

"To remove any requirements, express or implied, for the employment of yardmen on work in shop or plant areas that can be performed more usefully and economically by other crafts."

The Company would, of course, be the judge as between crafts, and the immediate purpose of the rule change proposed by the Company is to give to management an unrestricted authority to transfer switching operations from yardmen to small self propelled machines manned by other crafts, and the Chairman of the Board concurs that changes in the schedule rules are required to meet the desires of the Company in connection with the operation of small self-propelled machines such as Trackmobiles and Hough Payloaders.

You must know, of course, that yardmen's duties are specifically that of switching cars in terminals. For some two years, the Brotherhood has been engaged in a dispute with the Canadian National Railways management as to the use of Trackmobiles and such machines in the switching of cars in substation for steam or diesel locomotives. Finally, the Canadian Railway Board of Adjustment No. 1 made a positive ruling, and in my opinion, correctly, that switching cars with these machines is within the jurisdiction of yardmen.

This decision is in accordance with railway law and custom continent wide. The Company was thus obliged to replace the shopmen whom it had unilaterally placed upon these machines with yardmen who had been held entitled to this work. There then arose a dispute as to the number of men per machine to be employed, a question that the Canadian Railway Board of Adjustment No. 1 had ruled was a matter for negotiations between management and the Brotherhood at the termination of the collective agreement.

When subsequent negotiations failed, the Brotherhood offered to submit the dispute to the Department of Labour for arbitration by a Conciliation Officer as to the consist of crew, but the Company insisted on returning with the question to the Canadian Railway Board of Adjustment No. 1, in the form of a renewed dispute.

The question at issue was of sufficient importance that the Board was given the assistance of a referee appointed by the Minister of Labour, and the Board and the referee at the conclusion of the hearing ruled unanimously that the crew should consist of two men, a yard foreman and a helper.

This settled the question on the highest authority, and I now find in the Majority Report that the Chairman of the Board makes the astonishing recommendation that the Brotherhood negotiate with the Company for the removal of yardmen from these machines, in order to allow shop craft

employees to take over the duties normally performed by yardmen. Fortunately, the question as to employees entitled to this switching work, and the consist of the crew of these smaller machines, has been settled without assistance from the Majority Report, and is beyond the scope of this Board's jurisdiction.

In connection with the above recommendation, the Chairman of the Board expresses the opinion that precautions must be taken to insure that Trackmobiles and similar machines are not used for "normal" switching purposes while manned by shop or other craft personnel who are not yard personnel.

The Brotherhood has consistently insisted, and I think rightly so, that all switching, that is the moving of cars from one track to another, is "normal" switching, and that when this work is performed within switching limits, irrespective of the mode of power used, it is to be performed by yardmen. Indeed, were scope rules to provide that the rights and protection of the yardmen's craft were to depend on what is normal and what is abnormal switching, I would ask who will be the judge of normalcy, and what will be the criterion adopted?

By such findings as these, as appear in his report, the Chairman has eliminated any possibility of a peaceful settlement of this dispute in accordance with his recommendations.

Switching Limits, Article 102—The third objective of the Company, as mentioned above, is to obtain the right to change as it sees fit the boundaries of switching limits, unilaterally, and without any consideration whatsoever of the rights or interests of the employees affected.

The long-established rule now provides that switching limits will be changed only by negotiations between the proper officer of the Railway and the general chairman of the Brotherhood in the particular region. In the year 1951, this rule was amended at the request of the Company to provide that the concurrence of the general chairman will not be withheld when it can be shown that the changes proposed are necessary by industrial activities and territorial extension of facilities. Should the general chairman's concurrence be withheld under such circumstances, the Company may appeal to the Canadian Railway Board of Adjustment No. 1, for an authoritative ruling. There is thus machinery provided for the use of either party for the settlement of disputes.

That the Company has no real grievance in this connection was manifest in the evidence submitted to this Board that, of 43 requests made by the Company to the Brotherhood, 41 had been granted. In the two instances in which consent was withheld, the Brotherhood was of opinion that management's proposal was not justified, and in this the Company concurred, as no appeal was taken.

The real purpose of the Company in this proposal, in my opinion, is to extend its arbitrary powers and to render the Brotherhood impotent for the protection of its own two crafts. In this objective, the Majority Report offers its assistance, for it recommends [in Chapter IV, under Third Company Objective] that when the concurrence of the general chairman is unreasonably delayed for a period of 30 days, the Company may "act unilaterally to change the recognized switching limits by issuance of a bulletin," leaving it to the Brotherhood to submit the Company's action to the Board of Adjustment as "a dispute."

The Chairman actually uses the word "unilaterally," and he recommends the transferring of the burden of appeal to the Brotherhood. Such an appeal may take two or three months, or even longer to prepare, docket and obtain a decision on, while in the meantime, the Company would have successfully removed the work from one craft and given it to another craft. In actual practice, the reversing of such an action on the part of the Company would be possible only when no shadow of excuse in justification could be advanced.

It is not without significance that this rule as to the changing of switching limits, is identical on both railways, on the Canadian National and the Canadian Pacific, and it is a universal rule that the Majority Report now seeks to destroy; and there is no request before the concurrent Canadian Pacific Railway Conciliation Board in its dispute with the Brotherhood for any change in regard to the alteration of switching limits.

It is obvious that any attempt to implement recommendations for such changes in the basic railway rules as I have mentioned above would result in serious labour troubles. It would produce an impossible situation. To suggest that the Brotherhood negotiate the ruin of its yard craft is absurd. Not only do these recommendations involve the transfer of the work of the yard craft to road service employees, but there is also implied the performance by the roadmen of the work of the yardmen without additional remuneration. The roadmen are

paid on a mileage basis, and when the run is completed in less than the standard mileage basis of 12½ miles per hour, the road crews would be called on to perform the additional switching operations without financial recognition.

My fellow Board Members have apparently lost sight of the fact that yardmen and roadmen hold separate and distinct seniority rights, and that their agreement of hiring with the Railway is based on these conditions, which, by the way, were established originally by the railways.

It is most unfortunate that the Majority Report of the Board makes impossible a peaceful settlement of this dispute based on its recommendations.

Rotary Spare Board—The Company proposes that a rotary spare board be substituted for the seniority spare board now in operation in Western Canada, without the consent of the Brotherhood, and in face of the fact that the "first in first out" board was recently rejected by the men on the Western line.

I note with regret that the Majority Report of the Board recommends the granting of this request in its entirety to the Company, and this without proposing to provide the rotating board on the Western lines and the existing rotating board in the Eastern divisions with a guarantee to the men for a living wage. The Brotherhood has sought to obtain for the spare men some stability of earnings, and thereby to prevent the "flooding" of the spare boards by Company representatives. In no other industry in Canada is a pool of skilled men supplied to its employer on an "if and when" basis with no guarantee whatsoever as to earnings.

While I regret the recommendation of the Majority Report as above, it is with alarm that I note that the Chairman does not see fit to include in his recommendations the two provisions to be found in the rotary spare board agreement which was in effect for a period of time on the Western lines.

The two provisions mentioned are as follows:

1. That regular yardmen have preference to overtime shifts when there are no spare yardmen available to work at straight time.
2. That positions under bulletin be filled by the senior yardmen requesting same each day until expiration of the bulletin.

The Company had agreed to these two conditions when the rotary spare board was in effect in Winnipeg on a trial basis. Apparently, the arrangement was working to the satisfaction of the Company, and

there is no reason now why the Company should resist the inclusion of these two provisions in any agreement whereby a rotary spare board is to be re-established.

Overtime and Monthly Guarantee—Passenger Trainmen—Regularly assigned passenger trainmen in Eastern Canada, who are ready for service the entire month, and do not lay off of their own accord, are guaranteed a monthly quota of paid miles, "exclusive of overtime." These men work on the basis of an eight-hour day and five-day week, and while time in excess of eight hours in excess of these limitations is considered overtime, it is paid on a straight time basis, so that management's only financial deterrent to the working of men for excessively long hours is the fact that overtime cannot be used to make up the monthly guarantee.

Now the Company has proposed that the words "exclusive of overtime" be expunged from the rule, so that overtime work may be exacted of the employees without penalty, thus abolishing the principle of the nine-hour day at any time at the option of the Company, and astonishingly, the Majority Report of the Board actually recommends that the Company's proposal be adopted.

Not only would this change deprive the Trainmen of such protection against long hours as they now enjoy, but it would also mean a drastic and direct reduction in pay to the men employed on short turnaround and commuter passenger service.

Overtime hours in industry generally are normally paid for on a premium basis, but not so in the railway industry. On this Railroad in the past, and generally in the railroads of America, the guarantee is of normal working time, but not in accordance with this majority recommendation. Were overtime included in the guarantee, men might be worked excessive hours on one day and given nothing to do on the next.

During the proceedings before the Conciliation Board, the Brotherhood demonstrated that the trend in commuter service of North American railways was towards a reduction of hours with the maintenance of take-home pay. Evidence was given of recent agreements between the New York Central, Pennsylvania and Long Island Railroad, which operates extensive commuter service, in support of statements made by the Brotherhood. It was demonstrated without a contradiction that in all such agreements the guarantees included were "exclusive of overtime." Moreover, it was shown that the work month had been

reduced from 30 days to 26 days, and in one case 22 days per month, and in all cases with maintenance of take-home pay.

This Conciliation Board has failed entirely to deal with this Company proposal in accordance with the evidence submitted. It would have been more in keeping had the Board recommended a reduction in the work month with pay maintenance, rather than this drastic and uncalled-for sacrifice of the Trainmen's rights and interests.

I strongly recommend that no such change be made in the rule in question.

Third Brakeman West of Jasper—There is a rule in Western Canada that a third brakeman shall be employed on trains of 60 cars and over running west of Jasper in Alberta. In the Majority Report [in Chapter IV, Company Proposal No. 5] it is asserted that this third brakeman "serves no really useful purpose and should be eliminated." I disagree with this assertion, that is not in accordance with the evidence presented to the Board. It is further to be regretted that the Board Majority makes no suggestion of an endeavour to soften the blow to the men affected, should its recommendation be implemented, although repeated representations on these men's behalf was made by the Brotherhood representatives.

Work Train Service—Men on work trains are employed and paid on a six-day-week basis and the Company wishes to release them on Saturdays as well as on Sundays. This is to meet management's convenience for many railroad services to discontinue on Saturday. The Company wishes to establish the five-day, forty-hour week, but to do so without any conversion factor, that is to say, without maintaining take-home pay. The Company also asks that, when at management's request men work overtime, they shall continue to be paid on a straight time basis, rather than as at present time-and-one-half, and that straight time be used to fulfill the monthly guarantee. I have already discussed this latter proposal.

I seriously challenge the statement made by the Company that work trains are being operated from 13.3 to 14.25 hours per day in view of the evidence submitted by Brotherhood representatives. The Brotherhood contended that crews in work train service were being kept to a minimum and overtime was restricted; as a matter of fact, the hourly basic rate paid these men is extremely low, being \$1.57 per hour in Eastern Canada.

As might be expected, the Chairman and the Company Nominee on the Board agree

with the Company and recommend that the rules be changed to permit the Company to release the Trainmen on work train service for Saturdays as well as Sundays, without pay and without the maintenance of take-home pay, contrary to what was done generally in industry and on railway systems of North America when the five-day week was introduced, and which in fact was done when that change was made applicable to this Company's men... employed in yard service, and as well for the non-operating employees.

I will not be a party to such a recommendation. There may be good grounds for introducing the five-day week, but in that case it should be done, as is usual, with the maintenance-of-pay provision.

Brotherhood Proposals

For the sake of brevity, and so that my report shall not become over-voluminous as is the Majority Report, I shall deal only with those matters with which I differ from my colleagues. This does not mean that I necessarily agree either in whole or in part with my colleagues of the Board on the subjects not discussed, or that I disagree with the many sound propositions made by the Brotherhood. I simply desire to be practical, and I have long held that Conciliation Board reports should lead to settlements rather than to disputes.

Statutory Holidays—The Brotherhood is asking for eight statutory holidays for trainmen and yardmen in all classes of service. Yardmen now receive seven such days, but trainmen in road service get no statutory holidays whatever.

In the Majority Report [in Chapter III, after Table A—Average Hourly Earnings] it is stated that "it may be noted here that the Department of Labour Survey figures quoted by the Brotherhood in its brief show that in 1960 in Canada, 97 per cent of all employees in railway transport, other than the running trades (who have none) received one to seven paid holidays; one per cent received eight paid holidays and two per cent received none."

In view of this evidence as to the prevalence of paid statutory holidays in the transportation industry, which is noted by the Chairman himself, one might expect the Majority Report to recommend in favour of paid statutory holidays for roadmen. In my opinion, the time has passed when operating employees of the Railway should be treated as second-class citizens and denied such social benefits as are enjoyed by the great preponderance of the Canadian people.

I am not particularly impressed with the Chairman's statement that "no operating employee on the North American Continent enjoys payment of statutory holidays." The Company is not adverse to change when it suits its purpose, and if conditions are as stated, they should be altered immediately to meet modern conditions. I recommend the granting of eight paid statutory holidays in both road and yard service, in compliance with the Brotherhood's request.

As the rules now stand, when a statutory holiday falls on a yardman's assigned day off or while he is on vacation, its benefit is lost to him. I differ with my colleagues when they state that "the Brotherhood has failed to establish that there are substantial grounds warranting a recommendation that the yardmen receive statutory holiday pay under such conditions." The non-operating employees of the Railway do not lose the holiday benefit under such conditions, nor do employees in industry generally. I recommend the adoption of the Brotherhood's request.

Booking Rest—In accordance with present day rules, men in road service may not demand lay off for rest purposes until after twelve hours in service. This work period was established many years ago when the basic day was 12 hours. The 12-hour day was succeeded by the 10-hour day some 40 years ago, and now both road and yard service on all Canadian railways have an eight-hour basic day, but the requirement 12 hours service before being entitled to book rest has persisted in the rules. In the meantime, railway operations have been speeded up; diesel-electric locomotives have superseded steam, and trains are now longer, heavier and operate at greater speed, with greater strain on the crews and increased fatigue.

However, the Majority Report is more concerned with the convenience of the Railway, apparently, than it is with the rest requirements of the men, and recommends against any change in the presently existing rules. With this recommendation, I disagree. I recommend that they have a right to book rest in both yard and road service after eight hours of continuous duty.

Interchangeable Rights—Continuing staff reductions in both yard and road service have prompted the Brotherhood to suggest that men in one service be allowed to enter the other service, placing, of course, at the bottom of the other seniority lists. The purpose of the proposal is to promote a more sustained employment for those already

working, in substitution for the present hiring of new men in one craft while men are being cut off in the other craft.

Such an arrangement would be advantageous to the Company as well as to the employees, as it would reduce the number of lay-offs, insure a more stable employment, and provide more job opportunities, while preserving seniority rights.

The Majority Report recommends the principle of interchangeable rights and suggests that the parties negotiate suitable language for the required rules.

The Brotherhood described to the Board, at considerable length and with great particularity, the basis of such a change as would be acceptable to the employees. The Brotherhood insisted that the interchangeable rights must be on a "top and bottom" basis, as opposed to a "dove-tailing" of seniority, with no retroactive rights granted to either party in either seniority group. I assume that the Board's recommendation is predicated on the above basis, and on that understanding, I join in the recommendation.

Spare Board Guarantees—Spare men who are waiting for a call to service are listed on what is known as a spare board, of which there are two kinds. One is the seniority board where men are called for work in order of seniority of service, and the other is the rotating board where men are called first in, first out. The Brotherhood has requested that men who keep themselves available for a designated period be guaranteed a minimum wage, that is to say, the equivalent of 2,000 miles per month for spare road men, and 16 days pay per month for spare yardmen.

The railroads are the only industry of which I am aware that requires men to keep themselves available for service and to wait without pay for a call. Some may hang about their telephones for a whole month with a few days of actual work, a few days pay, and nothing for all the time they have spent in the Company's service.

The Company complains that it is almost impossible to retain spare men on the seniority board basis and furthermore, that new employees of a desirable character cannot be attracted to railway employment under such conditions. Management demanded that the rotating board be established in the Prairie and Mountain Regions as it exists in all its other running trade agreements. This I am prepared to recommend, providing the Company guarantees those on the spare board the minimum remuneration mentioned above.

The current collective agreements already provide that no more conductors will be kept on the spare board than it can be reasonably expected will make a fair monthly wage, and, as to baggagemen, flagmen and brakemen, that:

"The local officers and local chairmen will jointly regulate the spare board so that the earnings of spare men will approximate not less than equivalent of two thousand (2,000) miles per month at through freight rates."

So too, yard helpers on the spare board are to earn "not less than the equivalent of eight days per semi-monthly period at yard helpers rates."

The practice is for the Company official and the local chairman of the Brotherhood for the region in question to confer twice a month as to the number of men to remain on the spare board. The Company, as will be observed, has nothing to lose by "flooding" the board, but the greater the number of men on the rotating board the lower the bi-monthly pay will be received by the men, while actual starvation may result to the low men on the seniority board.

The Company's officials actually control the spare board and the Brotherhood representatives complain that their advice is frequently not taken. Were the spare board so regulated as to give the men the living wage required, the guarantee that the Brotherhood suggests would cost the Company nothing; and, so that the Company may so regulate the number of men on call as will meet the Railroad's requirements, the Brotherhood has offered sole charge and complete control of the Board to the Company. An assured wage to the men on call would solve the Company's difficulty in manning the board with desirable employees.

I strongly recommend the rotary board when accompanied by the proposed guarantee.

In the Majority Report of the Board [in Chapter III, under Brotherhood Proposal No. 7—Guarantees] the Chairman states:

"The crux of the problem would seem to be the proper regulation of the number of men on the spare board, and it appears that in some locations this works out satisfactorily whereas in others it does not."

The Chairman recognizes the existence of the problem, but says that a reasonable solution should not be beyond the ingenuity and capacity of the parties. However, the Majority Report recommends against the Brotherhood's solution, and offers no solution of its own. The unsatisfactory conditions are to continue. The Company is

still to retain the power to flood the Board and to disregard the advice of the local chairman. The Majority Report fails any incentive to the Company to provide for a cure for the evil.

In my judgment, the Brotherhood's proposal of a spare board guarantee is sound, for if the Company officials regulate their boards properly, there would be no call for payment of the suggested guarantee. I recommend the Brotherhood's proposal.

Shift Differentials—The Brotherhood is asking premium pay for those employees in yard service who are required to work the evening and night shifts. Ninety-two per cent of plant employees in Canadian manufacture are paid shift differentials when they work on a shift basis.

Switching in the railway yards is hazardous under the most favourable conditions, and at night the risks and discomforts are greatly increased as men and locomotives move over the tracks in night conditions of cold and darkness. The Brotherhood is asking for an extra 10 cents per hour for those yardmen called upon to work the evening shift from 4.00 p.m. to midnight, and 15 cents per hour for those on the night or "graveyard" shift from midnight to 8.00 a.m.

The Chairman says "that at first blush" he is "sympathetically inclined towards the establishment of shift differentials for work performed on shifts other than day shift, due to the interference with family life and normal living including social and recreational activities."

The Chairman also says that the normal hours of rest are during the night time and interference with this pattern (which a night shift particularly causes) is an inconvenience for which compensation should be provided as a general rule.

The Chairman concludes that "as a matter of principle there appears to be no reason why yard service employees should not be considered for the application of shift differentials."

On reading these wise observations, it is disappointing to observe his recommendation as Chairman of the Board, for he advises that he "has somewhat reluctantly come to the conclusion that it is not appropriate that it (the Board) should recommend the institution of shift differentials at this time."

During the Board hearings, the company negotiating committee expressed grave alarm that a shift differential for yardmen should be even considered. No group in the railway industry, on the North American con-

tinental, it said, operating or non-operating, enjoys shift differentials, the committee apparently oblivious of the fact that industry on the North American continent generally does enjoy shift differential. According to the Railway negotiators, railway men are second-class citizens and not entitled to the fringe benefits enjoyed by other Canadians, because this Company's employees must not be a "first" in the railway industry.

Well, yard service employees on the Canadian Pacific Railway, as represented by the Brotherhood of Railroad Trainmen, were the first of the operating groups on the North American continent to obtain paid statutory holidays. That innovation was bitterly opposed by the railway, but since that time, yard service employees on practically every railway on the continent now enjoy this fringe benefit.

There are many reasons why yard service employees should be accorded the night shift differential, and I recommend its adoption on the Brotherhood's request.

Yardmen's Vacation Benefits—The Brotherhood requests, on behalf of its yardmen membership, a return to the former method of payment to yard service employees while on vacation, so that they shall be paid on a *per diem* basis, rather than on a percentage basis. The Brotherhood asks the revival of the Yardmen's Vacation Agreement in effect prior to 1958, amended to provide for the extended period as is in effect on the Canadian Pacific Railway. There does not seem to be any cost factor involved in this proposed change. What is asked is a return to a condition that existed prior to 1958, and to a rule identical with that in effect at the present time on the Canadian Pacific Railway.

Throughout his report, the Chairman makes continual reference to the recent Report of the Conciliation Board in connection with a dispute between the Canadian National Railways and the Brotherhood of Locomotive Engineers, under the chairmanship of Judge Anderson of Belleville, by which he seems to think he is bound, but he fails to observe the fact that the Anderson Conciliation Board of 1959 recommended the granting of this request to the yard service employees of the Canadian Pacific Railway.

I differ with my colleagues in the within matter and recommend the adoption of the Brotherhood's request.

Health and Welfare—The Brotherhood requested that the entire cost of the health and welfare plan be borne by the Railway

and that contributions by the Railway continue while an injured employee is receiving benefits from the Workmen's Compensation Act. The Majority Report recommends that 50 per cent of the cost of the health and welfare plan be borne by the Railway, thus ending the discrimination in that regard against the train and yard service employees on the Canadian National Railways as compared to that Railway's non-operating employees, and as compared with all employees on the Canadian Pacific Railway.

At present, the cost of the plan to the non-operating employees of the Canadian National Railways is \$9.74 per month, as compared with \$10.44 per month to the Railway's operating employees. The difference is said to be due to the higher age brackets in which the operating employees are placed. Both railways now pay 50 per cent or \$4.87 per month cost of the non-operating employees, and have refused to pay a larger sum towards the costs of the operating groups, although the actual payment required is \$5.22.

I join with my colleagues in recommending that the Company pay its 50 per cent of this latter amount, and, in addition, it is reported that the non-operating unions have formally requested payment of 75 per cent of the cost by the Company and 25 per cent by the employees, together with some further liberalization of benefits.

In the interests of continued harmony, the Company should give to the Brotherhood an assurance in writing that any concessions made by it in connection with the health and welfare plan to the non-operating employees will be extended immediately to the operating employees as presented by the Brotherhood of Railroad Trainmen, and I so recommend.

Conditions of Employment—The Brotherhood has asked that there be incorporated in the prospective collective agreement a clause as follows:

"No material change or alteration of conditions of employment shall be made during the currency of the contract unless mutually agreed to by both parties."

The incorporation of such a clause is made necessary by the Company's insistence on its right to make such changes and alterations in conditions of employment as it pleases, except as expressly prohibited by the agreement. The Company's contention that it has such a right is apparently sustained by a ruling of the Director of the Industrial Relations Branch of the Department of Labour in a letter to W. P. Kelly, vice-president of the Brotherhood of Rail-

road Trainmen, under date of May 5, 1960, which reads as follows:

"You have cited Section 15(b) of the Act, but this section provides for negotiations only 'where a party to a collective agreement has given notice under Section 13, to the other party to the agreement.' It is only after such notice to negotiate has been given pursuant to the terms of the collective agreement that an employer is prohibited from decreasing wages or altering conditions of employment. In all other circumstances, except where a change of working conditions violates the provisions of the collective agreement, an employer is not prevented by the Act from altering conditions of employment."

According to this ruling, the employer retains all the common law rights that he possessed prior to the signing of a collective agreement, except as expressly limited in the agreement, and at the same time the Act prohibits the employee from striking and so protects the employer from the exercise of the employees' economic power during the life of the collective agreement. Thus the employees are deprived of their common law rights as to conditions of employment outside the agreement, while the employer is left in full possession of all his rights.

The Director's understanding of The Industrial Relations and Disputes Investigation Act is supported in a number of arbitrations, and moreover, the Company has acted in accordance with the ruling in changing conditions of employment during the currency of the recently expired agreement on a number of occasions.

During the entire era of steam locomotion, trains have operated through single divisions and operating crews have established themselves, built houses, and maintained families at the posing terminals. These were most material conditions of employment, and collective agreements have been drawn on the basis of the continuation of this arrangement, unexpressed, but mutually understood.

The coming of the diesel with its greater speed and traction has made it possible for trains to cover two divisions on a single run. As no express provisions appeared in the collective agreement prohibiting what was not even in contemplation when the contract was signed, the Company has claimed the right to run through terminals regardless of its effect upon the working conditions of its employees, and the Company is doing so.

The practical application of the principle of so-called "residual rights" as maintained in the ruling is illustrated in an incident involving the fixing of car retarder operator rates of pay. One of the recent advances

in railroad technology has been the establishment of automatic hump yards in which an operator controls the marshalling of cars in switching yards by electronic push button methods.

This work of operation was un contemplated when the collective agreement was drawn, and so the change in working conditions in the yards from manual switching to push button operation is not mentioned in the agreement, and the rate of pay of the operators is outside the agreement. Accordingly, the parties met to negotiate, the Company in possession of its full common law rights undiminished by the collective agreement, and the Brotherhood with its common law rights and its economic power nullified by the no-strike provision of the Labour Act; in other words, with its teeth pulled.

Since the Company is to be bound to maintain the conditions basic to the prospective agreement only to the extent that they are protected by the express terms of the agreement, the Brotherhood, in my opinion, is justified in demanding that the agreement be widened to prevent material changes in working conditions during the currency of the agreement except by mutual consent.

Such a provision need work no hardship on the Company, for it knows now what material changes it will desire to make in the course of the next two years. If the Company persists in its unfair advantage, the Government should repeal the no-strike provision in the Act as to matters outside the agreement, with conciliation provisions made applicable.

The Majority Report fails to cope with this problem, though the Chairman notes that such a problem exists. He says:

"That this is a major problem which will require the full co-operation of management and labour alike is generally recognized, but it would appear that the solution is not likely to be readily found and may require, perhaps, the attention of Parliament itself."

Parliament could, as stated previously, repeal the no-strike provision in the Act, or could amend the Act to include the provision which the Brotherhood would incorporate in the forthcoming contract, that reads as follows:

"No material change or alteration of conditions of employment shall be made during the currency of the contract unless mutually agreed to by both parties."

In proceedings before another Board of Conciliation, the Brotherhood suggested a procedure to be followed when mutual agreement is not obtainable. The Brother-

hood added to the clause immediately above mentioned, the following paragraphs:

"If after negotiations, mutual agreement cannot be reached on the change or alteration of conditions of employment, the dispute shall be submitted to arbitration, and the arbitrator shall rule on the issue on the basis of the merit of the Company's request for such change and the fundamental rights of the employees.

"When the issue has been decided, the Company will then be free to make such changes as are based on the findings and recommendations of the arbitrator."

It is therefore my recommendation that the prospective contract between the parties contain the above-quoted provisions.

Regional Requests—Among the several demands of the parties, that I have refrained from discussing in this Report, is a considerable list of regional requests. These have been summarily rejected by the Chairman or referred back to the parties. While they are numerous, they all have merit, but I refrain from urging their acceptance at this time, as I am interested in bringing about the eventual settlement of this dispute and the signing of a renewal agreement.

"General Observations"

Under the above caption, in the Majority Report [near the end of Chapter VI and of the Majority Report] the Chairman seeks to attribute to the Brotherhood responsibility for his failure to achieve success in his mediation efforts. He says it was due to the "absolute rejection by the Brotherhood of the 6½ per cent figure as being a realistic one for a general increase for a three-year renewal."

The Chairman makes this statement while fully aware of the positive refusal by the Company's chief negotiator to make any wage offer whatever, prior to a submission by the Brotherhood representatives of the Company's impossible demand for a unilateral control of switching limits and of switching within limits. Neither he nor I are in a position to say what might have taken place had the Company consented to bargain, but the fact is that no such offer was ever rejected, because it was never made.

Equally untrue is the Chairman's statement, of what he presumes to read of the minds of the members of the majority of the Brotherhood's negotiating committee. He says:

"Added to this was the considerable influence upon the minds of the majority of the members of the Brotherhood negotiating committee of what was considered to be the overwhelming advantage accruing to the Brotherhood because 1962 appears to be a federal election year."

This remark by the Chairman is as unfriendly and biased against the Union negotiators as it is uncalled for and untrue. Nor do I join with the Chairman in his self-praise at the admittedly unsuccessful effort that he said he made to correct the thinking of the Union negotiators, so that the issues in dispute might be settled on their merits. This is preposterous.

According to my best recollection, this theory of an election year was first mentioned by the Chairman of the Board in referring to the position of the head of the Company's negotiating committee when he flatly refused to place any wage offer whatever on the bargaining table. Had the Brotherhood committee sought the Chairman's suggested pre-election advantage, it would certainly not have tolerated the many months of hearings or the Chairman's waste of time in fruitless mediation procedure.

The fact is that the Brotherhood Committee co-operated to the fullest extent with the Board Chairman and patiently and gra-

ciously accepted his months of interminable delay and intermittent week-end hearings to suit his convenience, although they themselves were prepared at all times for continuous sessions and for bargaining to a conclusion.

More than six months have elapsed since this Board was constituted, and in view of the fact that this election year theory is raised in the Chairman's Report, the Brotherhood may well ask whether this inordinate delay was part of a maneuver to by-pass the election year as has in fact apparently taken place.

I regret, Mr. Minister, that the Majority Report and the comments of the Chairman are such that it is impossible for me to join with them in their findings, for these recommendations, if implemented would lead to chaos. I am therefore forwarding to you my Minority dissenting report, all of which is respectfully submitted.

Faithfully yours,

(Sgd.) A. W. ROEBUCK,

Member.

ADDENDUM

The Chairman, His Honour Judge John B. Robinson, has set forth in the Report of the Board [in Chapter IV, Views of Board Chairman . . . Switching Limits, under First Company Objective] his views with respect to the Company objective to remove limitations in the rules that prohibit road crews from performing switching within switching limits, and states in the first paragraph thereof that he "considers that the Company has satisfied the onus resting on it to establish that it is entitled to relief from the strictness of the rigid interpretation placed by this Brotherhood upon the present wording of Article 140 of the Eastern Agreement."

With these views, I am totally in accord. I wish, however, to make it clear that although I have joined with the Chairman in a recommendation that the required revisions to Article 140 be worked out

by the parties, it is my firm opinion that the simplest and most appropriate revision of Article 140 would be that proposed by the Company, namely: to substitute the words "on duty" for the word "employed" in the first paragraph of Article 140.

Similarly, although I have joined with the recommendation of the Chairman in respect of Company proposals Nos. 7 and 8, I do not subscribe in their entirety to the reasoning and views in this respect set forth in the Report, and it is my opinion that, as proposed by the Company, the word "on duty" should be substituted for the word "employed" in Articles 10 (e) and 12 (c) of the Eastern Agreement, in order to give the Company necessary relief from unwarranted restrictions.

(Sgd.) T. R. MEIGHEN,

Member.

Montreal, April 4, 1962.

Report of Board in Dispute between

British Columbia Towboat Owners' Association

and

Canadian Brotherhood of Railway, Transport and General Workers

The Board of Conciliation and Investigation in this matter was appointed on the 6th day of March, 1962. The matters upon which the parties did not agree were as follows:

Annual Leave
Statutory Holidays
Laid-up Ships
Crew Requirements
Working on Barges
Wages
Welfare Plan
Term of Agreement
Crews Leaving and Joining
Marine Disaster
Cargo and Boomchain Handling.

The Board held public hearings on the 2nd and 3rd days of April, 1962, to hear evidence and submissions made by the parties to the dispute. The members of the Board met on numerous occasions thereafter to consider the evidence and submissions that had been made. The parties agreed to extend the time within which the Board might submit its report to the Minister.

R. A. Mahoney, N. G. Cunningham and C. S. Cosulich appeared for the employers, and J. S. Thompson, E. G. Bjarnason and D. R. West appeared on behalf of the employees.

During April, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between British Columbia Towboat Owners' Association (Bendickson Towing Co. Ltd.; Bute Towing Ltd.; Canadian Tugboat Company Limited; Car Barge Towing Co. Ltd.; Evans, Coleman and Salvage Ltd.; Great West Towing and Salvage Ltd.; Island Tug and Barge Limited; Point Grey Towing Co.; River Towing Co. Ltd.; Stone Brothers Limited; and Vancouver Tug Boat Co. Ltd.) and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers.

The Board was under the chairmanship of Cyril White of Vancouver. He was appointed by the Minister on the joint recommendation of the other two members, T. E. H. Ellis, Q.C., and Jack Lawson, both of Vancouver, nominees of the Association and Brotherhood, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the Report of the Board, was submitted by the Chairman and Mr. Ellis. The minority report was submitted by Mr. Lawson.

The majority and minority reports are reproduced here.

Where the Board's recommendations involve changes, they are so indicated under the relevant Article numbers of the agreement, the effective date of the agreement being Oct. 1, 1958 to Sept. 30, 1961, and otherwise the existing Articles shall remain in effect for the new contract, the term of which it is recommended shall be from Oct. 1, 1961 to Sept. 30, 1964, subject only to such changes that may have already been agreed upon by the parties.

Article 1, Section 16, Welfare Plan

The Board recommends that the following paragraph be added at the end of Section 16:

"A suitable industry-wide sickness, accident and life insurance plan shall be instituted as soon as possible. This plan shall be made portable within the industry, the Company to pay one-half ($\frac{1}{2}$) of the cost of such plan."

Article 11, Section 1, Annual Leave

The Board recommends that Section 1(c) be renumbered Section 1(d) and that Section 1(d) be renumbered Section 1(e), and that the following be inserted as Section 1(c):

"(c) Effective Jan. 1, 1962, unlicensed personnel shall be allowed three (3) calendar weeks vacation for service during their fifteenth year and succeeding years of service and shall be allowed vacation pay of six per cent (6%) of gross wages earned during each year."

Article 11, Section 2, Statutory Holidays

The Board recommends deletion of the present Section 2, and that the following be substituted therefor:

"2. All employees will be given seven (7) statutory holidays, namely: New Year's Day, Good Friday, Empire Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day, if possible. If not possible and they are called upon to work on any of these days, they shall be allowed equivalent leave with pay, or be paid at the regular overtime rates in lieu thereof. If a statutory holiday falls during an employee's weekly leave or annual leave, he shall be granted an additional day off with pay (one day's pay equal to one-thirtieth of his regular monthly rate). Remembrance Day will be added in 1962 and Boxing Day in 1963.

Article 11, Section 9(h), Leave, Wage Commencement

The Board recommends that following Section 9(h), the following Subsection (h) (i) be added:

"Effective Oct. 1, 1962, Article 11, Section 9(h) shall be deleted and the following substituted therefor:

*Time of Change
For Crew Leaving
Vessel Between:*

0001 and 0600K
0601 and 1200K
1201 and 1800K
1801 and 2359K

Wages Earned

one-quarter day
one-half day
three-quarter day
one day

Plus Leave Earned

one-half day
one-half day
one day
one day

*For Crew Joining
Vessel Between:*

0000 and 0600K
0601 and 1159K
1200 and 1800K
1801 and 2359K

one day
three-quarter day
one-half day
one-quarter day

one day
one day
one-half day
one-half day

The intent of the above is that if the crew changes at 1200 noon, both crews would receive a half day's wages and a half day's leave.

Article 11, Section 15, Marine Disaster

The Board recommends that the following words be deleted from the second sentence, "required in the normal course of his duties."

Appendix "A"—Wage Rates

The Board recommends a general across-the-board increase of ten dollars (\$10.00) per month for all personnel effective Oct. 1, 1962, and a general across-the-board increase to all personnel of twelve dollars

(\$12.00) per month, effective Oct. 1, 1963.

The parties during the hearings agreed upon "Harbour Tugs—Single Crews" and "Transportation." The other matters upon which the parties could not agree, namely "Laid-up Ships", "Crew Requirements", "Work on Barges," and "Cargo—Boom-chain Handling" the Board recommends there be no change.

All of which is respectfully submitted.

(Sgd.) CYRIL WHITE,
Chairman

(Sgd.) T. E. H. ELLIS,
Member

Dated at Vancouver, British Columbia,
the 12th day of April, 1962.

MINORITY REPORT

The Board of Conciliation was appointed on the 6th day of March, 1962, and after presentations to the Board by the parties concerned and private sessions of the Board in an attempt to solve the dispute, a majority decision was rendered on the 12th day of April, 1962, over the signatures of the Chairman and the employers' nominee.

In view of the importance that this dispute and the efforts to conciliate the same have to the industry as a whole, I find myself unable to agree on certain matters with my colleagues on the Board.

Term of Agreement and Wages

The Union originally proposed a one-year agreement on the basis of a 10 per cent increase. During subsequent negotiations, the Union indicated its willingness to sign a two-year agreement with a 5 per cent increase the first year and a similar 5 per cent increase the second year. I, therefore, find myself unable to agree to the proposed three-year agreement with no increase during the first year and only a 3½ per cent increase the second year and a 4 per cent increase the third and last year of the contract.

I find myself in complete agreement with the Union's position of a two-year

contract with an increase of 5 per cent the first year and 5 per cent the second year.

Laid-up Ships

On the question of "Laid-up Ships," there is no doubt, on the basis of available evidence, that the rate of pay for the work performed is far below that paid other workers for similar work in the marine industry, and would recommend that the rate be increased to \$2.25 per hour.

Crew Requirements

There is no doubt in my mind that the proposal by the Union under this heading contains a lot of merit, as it is generally acknowledged that when two parties with conflicting interests can get together and discuss certain mutual problems, that the results of such conversations can be of benefit to both sides.

It is my opinion that a committee composed of representatives of both the Operators and Union, that would endeavour to solve problems, not only as they arise but also those of an abiding or long-term nature, could be of inestimable value to the industry. One of those problems could well be

that of "Crew Requirements," as I am sure that this is a problem which is of a continuing nature in this ever-changing world.

I would, therefore, recommend that a suitable committee be established to deal with this problem as outlined by the Union.

Statutory Holidays

The proposal by the Union that Remembrance Day and Boxing Day be added to the group of paid statutory holidays is a perfectly just and reasonable proposal, as the vast majority of workers in this province enjoy nine statutory holidays, and this proposal, if acted upon, would only tend to bring the working members of the Union into line with accepted conditions.

I, therefore, recommend that the two aforementioned holidays be added to the agreement and to be effective in 1962.

Leave, Wage Commencement

Under this heading I would recommend that the present existing Clause (h) of the currently effective agreement be left intact. Clause (h) of Section 9 reads as follows:

"One half-day's pay shall be paid to any employee paid off his ship prior and up to 1200 noon; the employee relieving such man prior to 1200 noon shall receive one day's pay. One day's pay shall be paid any employee paid off his ship after 1200 noon. The employee relieving such man will be paid one half-day's pay."

It is my understanding that other matters under dispute have been or are in the process of being resolved.

All of which is respectfully submitted.

(Sgd.) JACK LAWSON,
Member

Dated at Vancouver, British Columbia,
the 12th day of April, 1962.

Report of Board in Dispute between

Motor Transport Industrial Relations Bureau

and

International Brotherhood of Teamsters, Chauffeurs,

Warehousemen and Helpers of America

Relative to the above dispute, the following report is submitted:

1. Mandate and preliminary proceedings
2. Conciliation efforts
3. Original contentions of the respective parties
4. Supporting evidence
5. Recommendations and decision.

During April, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Kingsway Transports Limited; Motorways (Quebec) Limited; Husband Transport Limited; Montreal-Ottawa Express Ltd.; and Smith Transport Limited as represented by the Quebec-Ontario Transport Industrial Relations Committee of the Motor Transport Industrial Relations Bureau, and Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

The Board was under the chairmanship of His Honour Judge Henri Masson Loranger of Montreal. He was appointed by the Minister on the joint recommendation of the other two members, Ross Drouin, Q.C., of Quebec City, and Phil Cutler of Montreal, nominees of the companies and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the Report of the Board, was submitted by the Chairman and Mr. Drouin. The minority report was submitted by Mr. Cutler.

The majority and minority reports are reproduced here.

1. Mandate and Preliminary Proceedings

1. The instrument of my appointment as Chairman of the Board of Conciliation was received on Feb. 5, 1962; the other members were P. Cutler of Montreal for the Union and Ross Drouin, Q.C., of Quebec City for the Companies (Annex A). The oaths of office were duly executed. (Annexes B, C and D.) The date of the first hearing was set for Feb. 23, 1962.

2. The mandate received extended to the conciliation on the 24 points of the expired labour agreement (Sept. 30, 1961) calling for a draft of a new labour agreement between the parties.

3. At the first public hearing, both the Union and the Companies, through their representatives, requested from the Board the draft of a new collective labour agreement having in view the establishment of a certain degree of uniformity and stability in the trucking industry. Six other companies H. Smith Transport Limited, St. Johns (Iberville) Transport Co. Ltd., Drummond Transit Ltd., Reliable Transport Ltd., Adley Express Co. Ltd. and Intercity Truck Lines Limited with provincial certification, have declared their willingness to submit the dispute to this Board and accept its jurisdiction. These companies intervened in the proceedings with the consent of the Union, bargaining unit for their respective employees.

4. The procès-verbal of the public hearings and meeting of the Board are hereby annexed (Annex E) [not reproduced here].

2. Conciliation Efforts

1. Upon declaring opened the proceedings on Feb. 23, 1962, the Chairman explored the possibility of any agreement on the 24 points in dispute, but to no avail. The Board then proceeded to examine clause after clause, the respective proposals of the parties. Three additional hearings took place—March 1, 15 and 16, 1962—and after all points in dispute had been covered, the Board commenced its deliberations.

2. With the consent of the members of the Board, the Chairman met privately on March 22 with both parties and held a further joint meeting with them on March 26, 1962.

3. Notwithstanding agreement on many points in dispute at these two private meetings, the parties could not agree on the following points:

1. Work week
2. Wage rate increase
3. Social security cost
4. Branch employees wage parity
5. Right of sub-contracting
6. Maintenance of existing privileges and request for additional facilities
7. Rules and Regulations.

4. The Board reconvened. It became soon evident that no unanimous decision could be reached.

3. Respective Contentions of the Parties

1. The original respective contentions appear in the exhibits filed.

2. Particularly on the wage rate increase however, the Union requests as follows: \$0.25 over the present rate for the first year or \$0.25; \$0.20 over the increased rate for the second year, or \$0.45; and \$0.15 over the increased rate for the third year, or \$0.60.

The Companies offer as follows: nil or the present rate for the first year—nil; \$0.02 over the present rate for the second year, or \$0.02; \$0.03 over the increased rate for the third year, or \$0.05.

3. Although the parties were reluctant to making proposals or counterproposals, it could be inferred from documentary or oral evidence and statements that, on the one hand, the Companies mentioned the figures of \$0.03, \$0.04, and \$0.05, and the Union the figures of \$0.10, \$0.10 and \$0.10 spread over a period of three years, prospective duration of the contract under consideration.

4. It is to be noted that these figures were directly or indirectly taken into consideration in the present recommendations of the Board.

4. Supporting Evidence

A. *Documentary Evidence*—1. The Board was referred to the hourly wage rate of the railway carriers who enjoy a \$0.31 per hour higher wage rate. To this the Companies counter that: (a) the railroads perform their hauling on a seven-day basis; (b) the railroads, through certain “agreed lower charges” reduce the freight rate at their discretion and thereby offer unfair competition; (c) the railroads, directly or indirectly, can cover through public funds or otherwise, any deficit in their operations.

2. The recent new “Trucking Association of Quebec Inc. contract” (Exhibit C-8) with the local carriers was filed. This contract shows a wage increase of \$0.08 per hour per year for a spread of \$0.24 after the third year—\$0.08, \$0.16—\$0.24. To this the Companies answered that any increase in the cost of the local carriers is passed over to the customers. These carriers are merely bound to submit their rates to the Quebec Transportation Board who approves them and in turn the increases authorized are passed on to the customers. It is not unnecessary to add that before the above increases were granted, the Companies involved in the present dispute were paying rates of \$0.02 in excess of what the local drivers were receiving.

3. The Cost of Living Index (Exhibit C-9): this shows an increase of over 3 per cent since the last three years.

4. A schedule of “direct wage adjustments” in contracts signed since the first of August 1961 was filed (Exhibit C-6) showing a general increase of over \$0.04 per hour on the average, spread over a two- to three-year period.

B. *Statements and Declarations*—1. All companies, with the exception of Smith Transport Limited, H. Smith Transport Limited and Kingsway Transports Limited, operate on a 55-hour work week. These eight companies represent 45 per cent of the work force.

2. Smith Transport, H. Smith Transport Limited and Kingsway Transports Limited operate on a 50-hour work week and represent 55 per cent of the work force.

3. The highway drivers mileage rate in the Province of Quebec was higher than the mileage rate for the Province of Ontario.

4. The wage rate of the present companies involved herewith had a differential of \$0.02 per hour over the local carriers prior to the signing of the new agreement. (Exhibit C-8.)

5. The dollar value increase for the social security plan, if granted, would represent an average increase in the wage rate of \$0.02½.

6. No further evidence was adduced.

5. Recommendations and Decision

1. In order to fulfill the mandate received and to acquiesce to the expressed and clear desire of the parties, draft of a new collective agreement is submitted (Annex F).

2. In order to secure uniformity for all 11 companies and their employees and obtain for all a standard work week, it is recommended that "a 50-hour not guaranteed work week be established on the basis of five days of 10 hours each staggered from Monday to Saturday inclusive" with premium rate over 10 hours in any one day.

3. In order that the Companies may operate along the principle of sound business management, it is recommended that the Companies may have the right, when its operations require it, to contract out any of the work to be performed.

4. Seeing that no evidence was adduced to justify a change in the social security plan, it is recommended that the present plan, calling for a contribution by the employees, be maintained.

5. As to "maintenance of privileges," it is recommended that all existing privileges as of the 30th of September, 1961, date of expiry of the former contract, be maintained, but that the right of the Companies to grant any new special and individual privileges to any employee carries also the right of curtailment or withdrawal at their discretion.

6. As to the request of the Union for better facilities, such as parking lots, eating and rest rooms, it is recommended that all new and future installations provide for such facilities.

7. As to "leave of absence with pay in case of death in the immediate family," it is recommended that this leave of absence be restricted to the "wife and children."

8. In order to obtain uniformity in application of the "general rules and regulations covering all employees," it is recommended that the set of rules and regulations of the former contract, being still effective, be embodied in the new collective labour agreement.

9. (i) In order to meet the general trend, as shown by the documentary evidence offered (exhibit C-6, C-8 and C-9), but rejecting the comparative rate of the railroad carriers due to the altogether different conditions of operations, it is recommended that increases be made as follows:

(a) From the 14th of April, 1962 to the 30th of September, 1962, by \$0.04 an hour; (b) from Oct. 1, 1962 to Sept. 30, 1963, by an additional \$0.06 an hour; (c) from Oct. 1, 1963 to Sept. 30, 1964, by an additional \$0.06 an hour.

(ii) All employees covered by this agreement shall receive in lieu of retroactivity the sum of \$1.50 per week from Oct. 1, 1961 to April 14, 1962, or 28 weeks totaling \$42.00 per employee including the highway drivers.

(iii) For the branch employees, in view of the differential wage rates decreed under the Quebec Minimum Wage Board legislation applicable to the different regions of the province, it is recommended that the same differential wage rates be maintained.

(iv) For the highway drivers, an increase in the present mileage rate of \$0.0675 as follows:

For the first year, from the present rate of \$0.0675 to \$0.068.

For the second year, from \$0.068 to \$0.069.

For the third year, from \$0.069 to \$0.07.

10. All other points in dispute have been embodied in the annexed draft (Annex F), either in the wording of the expired contract, or in the agreed wording during conciliation hearings and documents.

11. All documents received are hereby returned together with all exhibits filed.

Respectfully submitted.

In this report, Ross Drouin, Q.C., member of the Board and nominee for the Companies, concurs.

P. Cutler, member of the Board and nominee for the Union, has dissented. His report has been forwarded under separate cover.

(Sgd.) HENRI MASSON LORANGER,
Chairman

(Sgd.) ROSS DROUIN,
Member

Montreal, April 9, 1962.

MINORITY REPORT

In a letter dated Jan. 24, 1962, the undersigned received his formal instrument of your appointment as a nominee and member of this Board.

I communicated with [Mr.] Ross Drouin, the other nominee and member of this Board, and after discussing this matter, we both agreed upon Judge Henri Masson Loranger as Chairman.

The Board having been thus constituted, the parties were so informed and several public hearings were held. Written and oral testimony and proof was made, and finally the three members of your Board commenced to deliberate in an effort to arrive at a decision containing recommendations that may lead to a solution of the present dispute.

The undersigned is of the opinion that it is now in the best interest of all concerned to submit this report. It is obvious that the two nominees and the Chairman cannot agree on a unanimous decision.

The dispute itself can be divided into three parts:

1. A uniform collective agreement as between the 11 employers and the Union.
2. Wages and other monetary clauses for the purpose of a uniform collective agreement.
3. Working conditions.

1. Uniform Collective Agreement

All parties were in agreement before your Board in stating that there should be uniformity as to the collective agreement entered into between the Union and the 11 Employers. Since Smith Transport Limited concerns the largest single bargaining unit, it is my recommendation, and therefore decision, that the recently expired agreement between this Union and this company be the basis for the uniform collective agreement, except for the subject matters where my further recommendations follow in this decision.

2. Wages and Other Monetary Conditions

The Union and the Employers are far apart on both wages and other monetary conditions. The Union has submitted proof on the present competition between truck transport and railway carriers, the latter employing chauffeurs and employees in other categories related to trucks in their service.

The Union has submitted that there is a thirty-one (31) cent-per-hour difference in hourly wage rates in favour of truck drivers and employees in other categories related to trucking in the service of the

railway carriers in the same region. Proof was also made of other related carriers where this difference is even greater. The Employers have not contested the accuracy of these figures, while objecting to such comparisons.

Your Board was also apprised of the fact that these employees of the railway carriers are presently in negotiations for further increases.

This report now makes the following recommendations:

a. A thirty-one (31) cent-per-hour increase in wages (across the board) for all employees. In the case of those paid on a mileage basis, there shall be an equivalent increase.

b. It is furthermore a part of this report, that employees working out of "branches" elsewhere than in Montreal be given additional increases in order to establish equality in wage remuneration with employees working out of Montreal.

c. The increases recommended in this report are to be effective from the date of expiration of the last term of the collective agreement.

d. The present group insurance to be maintained, however, the premiums to be paid entirely by each respective employer. It is further recommended that it might be in the interest of all parties to have one group insurance plan, with the same benefits, and this might result in a lesser premium charged by the insurance company.

3. Working Conditions

This report recommends that the new collective agreement should not include either those changes sought by the Employers or by the Union, unless such working conditions are already stated or implied in the recently expired collective agreement between the Union and Smith Transport Limited.

Respectfully submitted,

(Sgd.) P. CUTLER
Member

Montreal, April 2, 1962.

Report of Board in Dispute between

Dominion Steel and Coal Corporation Ltd.,

Dominion Shipping Division

and

Seafarers' International Union of North America

A Board of Conciliation and Investigation to study the above dispute was appointed on the 31st day of October, 1961. The members of the Board are as follows: Raymond Caron, Q.C., representing the employers; Roderick Hayes, representing the employees; and G. D. LaViolette, appointed by the Honourable Minister of Labour as Chairman and third member of the Board

on Nov. 29, 1961. The Board held public hearings. The parties had full opportunity to present their case, and the Board now reports as follows.

The Company operates three ships on a seasonal basis: one plying between Sydney, N.S. and Newfoundland or Seven Islands, for the movement of limestone and iron ore; and two from Sydney, N.S. to Quebec

During April, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Dominion Steel and Coal Corporation Ltd., Dominion Shipping Division, Montreal, and the Seafarers' International Union of North America, Canadian District.

The Board was under the chairmanship of G. D. LaViolette of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, Raymond Caron, Q.C., and Roderick Hayes, both of Montreal, nominees of the company and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the Report of the Board, was submitted by the Chairman and Mr. Caron. The minority report was submitted by Mr. Hayes.

The majority and minority reports are reproduced here.

ports on the St. Lawrence River, for the movement of coal.

The number of employees involved in the dispute is approximately 87, to which should be added, at the request of the Union, about eight more belonging to a harbour tug, the property of Dominion Coal Company Limited, that has been left out of the proceedings by mistake.

The demands of the Union are contained in its memorandum of June 7, 1961, addressed to Murray A. Keays, General Manager, Transportation, Dominion Steel and Coal Corporation Ltd., Dominion Shipping Division, Montreal, P.Q. The said memorandum refers to a renewal of the existing agreement with the following revisions:

ARTICLE III—WAGES

Section 1—Paragraphs (a), (b) and (c), and (e) and (f).

Section 2—Hours of Work—Paragraph (c) At Sea.

Section 4—Overtime Rates—as requested therein.

Section 17—Cleaning Bilges.

ARTICLE IV

Section 1—Holidays.

Section 2—Vacation Pay—Paragraphs (a), (b) and (c).

ARTICLE VI—ENGINE DEPARTMENT—WORKING RULES

Section 7—Work at Sea—Paragraph (f) Firemen, Wipers and Trimmers—at Sea and in Port.

ARTICLE IX—WELFARE PLAN

The reaction of the Company was that the demands were unrealistic. It is difficult to say exactly what they amount to but indeed they are very substantial. A 20 per cent increase is claimed on wages alone, and as to the other clauses referred to previously, they are so arranged that practically every one of them calls for increased costs whether directly or otherwise, for instance:

Article III—Wages

Section 1—

(b) and (c)—\$16.02 per month instead of \$13.36;

(e) and (f)—\$2.00 per hour instead of \$1.67.

Section 2—

(c) At sea—overtime to start on Saturday instead of Sunday.

Section 4—Overtime Rates—

\$2.32 instead of \$2.21, and \$1.85 instead of \$1.76.

Section 17—Cleaning Bilges—

The work of cleaning bilges extended to other operations that call for overtime rate and overtime rate and one-half.

Article IV

Section 1—Holidays—

8 Holidays instead of 6.

Section 2—Vacation Pay—

This concerns the method of payment, and this problem is one that should be settled by the parties through mutual agreement.

Article VI—Engine Department—Working Rules

Section 7—Work at Sea—

(f) Firemen, wipers and trimmers—at sea and in port—Overtime payment introduced for the work described therein.

Article IX—Welfare Plan

The 20-cent contribution per man per day increased to 35 cents.

It is obvious that taken as a whole *all changes* here mentioned, when applied to hours of work, would mean a very substantial outlay on top of the 20 per cent general increase in wages requested.

The Company presented its case as to the demands made by the Union as outlined heretofore. It has submitted facts and figures, and the Board notes the following:

a. "DOSCO" is a multiple-operation enterprise. It has on its payroll approximately 14,000 hourly rated employees, with 38 collective agreements, and is negotiating practically all the time. It is a huge operation and it has not been very successful from a profit standpoint, at least for the last three years. In 1960, the net profit was \$2,300,000 on \$150,000,000 worth of sales, and in 1961 this net profit was cut in half.

b. It operates mainly in Nova Scotia, where it has coal mines, the steel plant in Sydney, the car works in Trenton, shipyards in Halifax, and its ore and coal ships. Besides this it has the ore mines in Wabana, Nfld., the Canadian Bridge Company in Windsor, Ont. and plants in Montreal, P.Q.

c. The Company is not doing well, it is going through hard times, and it has a very involved setup. It therefore becomes imperative to deal

with the employee demands from whatever sector they originate, on a fair basis, for each group concerned. And, as to the ships, as their operation is a reproduction of what takes place on shore, their personnel must be considered as employees of the Company based at the point where the Company carries on its main operations, Nova Scotia.

As a matter of fact, the residence of the 87 unlicensed personnel is either in Nova Scotia or Newfoundland. The vessels belong to a captive fleet making short runs on coastal trade where 37 per cent of the time is spent in port for the coal ships and 61 per cent for the ore ship. The average hours combined for the three ships in port and at sea are 44.6. It is worth noting that approximately 65 per cent of the unlicensed personnel has been with the Company since 1946; the record speaks for itself.

d. The contract we are dealing with now has expired on July 4, 1961. It is a two-year agreement effective on July 5, 1959 to the date heretofore mentioned, July 4, 1961. Let us look over the employment record generally of the Company from 1960 to date, as it would give an idea of its possible earning record during the period:

—The Sydney Steel Works is operating at 46 per cent capacity—1,400 employees have been laid off.

—At the Wabana ore mines, 500 men have been laid off on July 31, 1961, 100 more were to be laid off on January 28, 1962, which would mean a complete shut-down to last seven weeks, and there would be another such seven-week shut-down in the fall. Last year, 2,700,000 tons of ore were mined, and this year orders were lost for 1,300,000 tons.

—Coal mine No. 16 is to be closed in July and it will involve 1,200 employees. It follows closure of two mines involving 1,000 men, therefore at that time three mines shall be closed and 2,200 men idle.

—The coal miners have received no increase in pay since 1958, except in August 1961, with an increase of 46 cents a day which is less than six cents an hour. Their average rate is \$1.71 per hour for the 40-hour week, and they do work 44.6 hours, at an average of \$1.76 per hour.

—In Trenton (the car works) the contract has been automatically renewed for 1960, with the exception of eight holidays granted instead of six; automatic renewal has also applied in 1961 and 1962.

—At the Halifax shipyards employment is at a very low level

—In Windsor, Ont., at Canadian Bridge Company, the contract was renewed in 1960 "as is" for eight months and the working force is down from 300 to 100 employees.

—In August 1961, two-year agreements were signed at Canadian Tube and Steel and the Canadian Bridge Company, granting a seven-cent increase in each case, and the average rates there became respectively \$1.71 and \$1.74.

Coming back to the unlicensed personnel on the ships of the Company: the Company has filed an exhibit that shows the average monthly earnings, including overtime, for four months, July 5 to Nov. 5, for the years 1958, 1959 and 1961.

There are 11 classifications and the average basic rate for these classifications works out to \$63.60 per week, and with overtime

added, the average gross per week is \$84.33. While it may be objectionable to add overtime to the basic rate, it is quite evident that such overtime is in the nature of the operation and, to some extent at least, should be taken into consideration.

Overtime is a penalty, and the Company would not pay as high as 20 per cent on top of the basic rate for such overtime unless "it has to." Which means that the wages paid are not depressed wages. True, they are not the highest paid in the occupation here studied, but they are above the weekly average paid in manufacturing operations in Nova Scotia, where the Company is based and where it carries on its main operations.

On August 23, 1961, the Company made to the Union the following offer:

1. A renewal for a two-year term to expire July 4, 1963.

2. A five per cent increase—three per cent applicable from 1961 and the other two per cent at the anniversary date in 1962.

3. Beginning with the season of 1962, a reduction in the working hours from 48 to 44, and hours worked in excess of 44 to be paid at time and one-half, the basic hourly rate and hours worked in excess of 48 to be paid at the overtime rate stipulated in the agreement.

4. Two additional statutory holidays beginning with the 1962 season, providing the men qualify being at work the day preceding and the day following such statutory holiday.

The above proposal is a realistic approach to the problem here studied, and it is a reasonable offer, taking into consideration all the aspects of this case which have been discussed heretofore. The Board therefore recommends the offer of the Company and such recommendation is a majority decision of the Board, that of the Chairman, G. D. LaViolette and of the member representing the employers, Raymond Caron, Q.C. Roderick Hayes, member of the Board representing the employees, is dissenting and will file a separate report.

As to the harbour tug, the contract expired August 8, 1961. It is a two-year contract which was effective from August 9, 1959 to the date here mentioned, August 8, 1961.

The offer of the Company outlined heretofore for the unlicensed personnel on the ships of the Company shall apply equally to the unlicensed personnel on the tugboat, that is, the employees in said tugboat should receive the equivalent in benefits to what is received by the employees of the ships, should the offer of the Company be accepted. This recommendation is also a majority decision of the Board, that of the Chairman, G. D. LaViolette, and the member representing the employers, Raymond Caron, Q.C. Roderick Hayes, member of

the Board representing the employees, is dissenting and will file a separate report.

And we have signed at Montreal, the 9th day of April, 1962.

(Sgd.) G. D. LAVIOLETTE,
Chairman

(Sgd.) RAYMOND CARON,
Member.

Minority Report

I would first humbly apologize for the delay in submitting this report, a delay already burdensome upon the employees who have received little except procrastination in this matter. The reason for the delay is that I have been most seriously disturbed by the conduct of proceedings in this Conciliation Board. I do not believe that your Honourable self nor the employees have received justice in this matter and I do not believe that the Statute has been followed with regard to whatever disposition has already been placed before you by the Chairman and the Employer Nominee.

It is my sincere belief that the appointed Chairman on this Board gives every appearance of being biased against the petitioning Union. These are grave words to be used in relation with the word appearance, but I believe that certain matters which I will dispose of here fully justify the use of the term.

I will confirm that public hearings were held at which the parties presented their case. I state as fact that, during the course of those hearings and while the parties were before the Board, absolutely no attempt was made by the Board to settle their dispute in accordance with Section 32, Subsection (1) of the Act. My impression during these hearings was that the Chairman and perhaps my confrère, the Employer Nominee, regarded the proceedings merely as an interlocutory process to be disposed of.

I state as fact that the proceedings were deliberately prolonged without obvious reason. That the period between the last public sitting of the Board and further action by the Chairman and my confrère, the Employer Nominee, exceeded three months. That I was not advised at any time by the Chairman that the Minister of Labour had extended the time of the Board's reference. That although I communicated with the Chairman at various times, particularly during the month of March, I was unable to obtain from him any undertaking as to when the Board would resume its proceedings and, in fact, was not given a reply by the

Chairman but was told that he would call me back on the telephone.

During the first 14 days of April, I finally received communication from the Chairman. I told the Chairman that I considered the case en délibéré and that I wanted a chance to meet with the complete Board for the purpose of exploring compromises and avenues of settlement. Following a discussion on dates, the Chairman informed me that without my representations on any matter, that he and my confrère, the Employers' Nominee, had reached certain conclusions and that they were drawing these conclusions up in written form and would submit them to me.

It was understood at that time that following my examination of these rather unusual written conclusions, that I would have an opportunity to consult with my confrères on the Board for the purpose of exercising what I hold to be my function of interpreting the interests of the employees to my confrères on the Board.

It was with some surprise and considerable shock that on April 10 I received from the Chairman a copy of what purported to be a majority report of the Conciliation Board, and through this means obtained the intelligence that this report had been filed at Ottawa. Upon reading the said report I discovered that I had dissented on several questions and on the principal question. This is completely untrue. I did not dissent, I did not have an opportunity to dissent, I did not have the question before me, I did not have an opportunity to discuss the question; I was in fact completely ignored.

The facts that I have related, Mr. Minister, indicate an appearance of bias by the Chairman, and through yourself by means of this report, I would advise all parties and the public of Canada that in this particular case the employees were denied the rights and privileges extended to them through the constitution of a Board of Conciliation and Investigation.

In conclusion and in consideration of the foregoing facts, I believe that no alternative is left to me except to recommend that the employees' proposals be granted in full in the manner in which they were presented, supported and substantiated by the petitioning Union.

I beg to remain,

Yours respectfully,

(Sgd.) RODERICK HAYES
Member

Dated at Montreal, P.Q., the 21st day of April, 1962.

LABOUR LAW

Recent Regulations under Provincial Legislation

Quebec raises minimum wages of forestry workers. Manitoba sets higher minimum rates for a few construction occupations, issues new apprenticeship regulations for construction trades, and provides for voluntary certification of tradesmen

In Quebec, a new minimum wage order for forestry workers increased rates by about 10 per cent.

In Manitoba, the apprenticeship regulations for the building construction and allied trades were consolidated with some changes. The first regulations to be issued under the Tradesmen's Qualification Act provide for voluntary certification of tradesmen. The new fair wage schedule for construction workers set higher minimum rates for a few occupations.

Alberta Workmen's Compensation Act

The Alberta Workmen's Compensation Board has added mail contracting to the list of industries subject to the collective liability section of the Workmen's Compensation Act. The order, which was gazetted April 14 to go into force July 1, 1962, does not apply to mail contracting when carried on in respect of a rural delivery or a staging mail route, however.

Another order gazetted the same day, which took effect from date of publication, amended the safety regulations governing explosives with respect to the tables of distances. It also provides that the explosives regulations do not apply to operations governed by the Quarries Regulation Act or the Urban Mining Operations Act. This order, Alta. Reg. 155/62, amends Alta. Reg. 40/62 (L.G., April, p. 454).

Manitoba Apprenticeship Act

The Manitoba Apprenticeship Board has issued new general regulations respecting apprenticeship in the building construction and allied trades. The new regulations, which went into force on March 13, the date of publication, replace the special trade rules issued in the early postwar period.

This consolidation of the apprenticeship regulations for the trades engaged in and

allied to the construction industry has been under consideration by the Board for some time. According to the Annual Report of the Department of Labour for the period ending December 31, 1960, a draft was drawn up and submitted to joint meetings of the trade advisory committees affected. Suggestions made by the joint committees were referred to the Board, which approved the consolidation, with the exception of certain items that were sent back to the plumbing and steamfitting, electrical, and plastering and lathing committees for further consideration.

The new regulations (Man. Reg. 29/62) apply to the following trades: bricklaying, masonry, marble working, tilesetting, terrazzo, carpentry, factory woodworking, electrical construction, electric motor winding and repairing, lathing, painting and decorating, plumbing, refrigeration, steamfitting and sheet metal working.

It is now mandatory for an employer who engages a person under 21 years in any of these trades to notify the Director of Apprenticeship within 10 days after employment begins. He is also required to send a similar notice if he employs any person over 21 years as an apprentice.

The new regulations do not fix a maximum age for apprentices, providing that a person over 21 years may enter into an apprenticeship agreement with his employer with the approval of the Director of Apprenticeship. The regulations also state that no person may work as an apprentice for more than three months without entering into an apprenticeship agreement. Under the previous rules, no person over 21 could become an apprentice in any of these trades except a World War II veteran approved by the trade advisory board.

The minimum educational requirement for apprentices in the building trades is Grade 9 or its equivalent, except in the electrical construction trade where the stand-

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

ard is Grade 10. However, an applicant who has not the required education may be accepted with the approval of the Director.

The term of apprenticeship remains four years in the following trades: bricklaying, masonry, marble working, tilesetting, terrazzo, carpentry, factory woodworking, electric motor winding and repairing, lathing, plastering, painting and decorating and refrigeration. In four trades—electrical construction, plumbing, steamfitting and sheet metal—the term of apprenticeship is five years. As before, time credits may be given for approved vocational or technical training, or previous experience in the trade.

Unlike the former trade rules, the new regulations do not impose a quota for any trade. Instead, they provide that the ratio of apprentices to journeymen may be set from time to time by the trade advisory committee, with the approval of the Board, based upon the ability of the trade to assimilate new apprentices.

The new regulations stipulate that the course of studies in each trade is to be based upon the appropriate national trade analysis as approved by the trade advisory committee and the Board. If there is no national trade analysis, the trade advisory committee must prescribe the course of

studies, subject to the approval of the Board.

Before an apprentice may be granted a certificate of qualification, he must complete the apprenticeship term and pass all the prescribed courses and examinations. However, in the electrical construction and sheet metal working trades, an apprentice who has completed all the prescribed courses may be allowed to try his final examination after the fourth year instead of after the fifth. If he passes, he may be granted a certificate of qualification. A similar time credit may be allowed an apprentice lather who has completed his courses to permit him to try his final examination after the end of his third year instead of after the completion of his four-year term.

Under the new regulations, a person with at least seven years experience in a designated trade for which no examining board has been established under the Tradesmen's Qualifications Act, may also apply to write the final examination, and if he passes, may be granted a certificate of qualification.

Apprentices in the building trades are to be paid wages at not less than the following percentages of the journeyman's prevailing wage rates:

6 month periods	Carpentry and Factory Wood-working	Brick-laying, Masonry, Marble-working-Tile-setting and Terrazzo	Painting and Decorating	Plastering and Lathing	Plumbing and Steam-fitting	Electrical Construction	Sheet Metal	Electric Motor Winding and Refrigeration
	%	%	%	%	%	%	%	%
1st.....	40	45	45	35	40	30	35	30
2nd.....	45	45	50	40	50	35	40	35
3rd.....	50	55	55	45	55	40	45	40
4th.....	55	55	60	50	55	45	50	45
5th.....	60	65	65	60	60	50	55	50
6th.....	65	65	70	65	60	55	60	60
7th.....	70	75	80	70	60	60	65	70
8th.....	80	75	90	80	70	70	70	85
9th.....					80	80	80	
10th.....					80	90	90	

The wages of apprentices for overtime hours are to be adjusted on the same basis as wages of journeymen working for the same employer in the same area.

Manitoba Fair Wage Act

In Manitoba, the annual fair wage schedule fixing minimum wages and maximum hours of work at regular rates for certain construction workers was gazetted May 5 to remain in force from May 1, 1962 until April 30, 1963. Most of the rates are the same as in last year's schedule, but a few were increased by 5 or 10 cents an hour. There were no changes in hours.

As formerly, the fair wage schedule is in two parts. Part I applies to private

construction work within the Greater Winnipeg Water District or private construction work costing more than \$100 in any city or town with a population of more than 2,000, or in any other part of the province designated by the Lieutenant Governor in Council, and to public works authorized by the Minister of Public Works. Part II of the schedule applies to public highway, road, bridge or drainage construction projects outside the City of Winnipeg and authorized by the Minister of Public Works.

In line with former practices, Part I of the schedule contains two sets of minimum rates, Zone "A" rates and Zone "B" rates, which cover 28 occupational categories, including licensed tradesmen, skilled and unskilled labourers, truck drivers and watchmen. Zone "A" rates, which, except in a few cases are higher than Zone "B" rates, and are for the most part based on a 40-hour week, apply to public and private construction work in Winnipeg and within a 30-mile radius. Zone "B" rates, which, with one exception, are based on a 48-hour week and are generally lower than Zone "A" rates, apply to public construction work elsewhere in the province and to private construction work in places with a population of over 2,000 (Dauphin, Flin Flon, Minnedosa, Morden, Neepawa, Portage la Prairie, Steinbach, Swan River, The Pas, Virden and Winkler).

A few changes were made in the classification of workers. The category "lathers" now has two subdivisions instead of three: journeymen lathers on metal lathing work commonly known as furring, and suspension lathing and journeymen lathers engaged in nail-on plaster board lathing. The rates are the same for both classes \$2.65 an hour in Zone "A" and \$2.35 in Zone "B."

The category "sheet metal worker" now has three subdivisions, journeymen and two classes of helpers. The minimum for journeymen is \$2.50 an hour in Zone "A" and \$2.25 in Zone "B." Helpers with more than two years experience are to receive at least \$1.85 an hour in Zone "A" and at least \$1.70 in Zone "B." The rates for helpers with less than two years experience are \$1.65 and \$1.45, respectively.

The new schedule has also set special rates for men working on construction sites on work not otherwise classified. The minimum for such workmen is \$1.65 an hour in Zone "A" and \$1.45 in Zone "B." Their normal work week is 42½ hours in Zone "A" and 48 hours in Zone "B."

As previously indicated, only a few rates are higher than those in last year's schedule. The rates for marble setters, terrazzo and oxychloride workers and tile setters (on all clay-products tile, Vitrolite glass and adhesive tile setting) were increased by 10 cents to \$2.45 an hour in Zone "A" and to \$2.20 in Zone "B." The rates for certified painters, decorators and paperhangers were increased by five cents to \$2.25 and \$2.10 an hour, depending on the location. The rates for certified swing stage and spray painters were also increased by five cents to \$2.35 an hour in Zone "A" and to \$2.20 in Zone "B."

As a result of these and other changes, rates in Zone "A" now range from \$2.86 an

hour for journeymen in the plumbing, pipefitting and steamfitting industry to \$1.05 an hour for watchmen and flagmen. In Zone "B," rates range from \$2.80 an hour for bridge, structural and ornamental ironworkers to \$1.05 for watchmen and flagmen.

The rates in Part II, the section governing highway, road, bridge or drainage construction work outside of Winnipeg, are the same as last year, ranging from \$2.15 an hour for carpenters to \$1 an hour for watchmen and flagmen. The most common rate is \$1.40 an hour and is the minimum rate payable to truck drivers and operators of certain types of tractors. The minimum wage for labourers is \$1.35 an hour.

As in other years, employees engaged in public highway, road, bridge or drainage projects outside the Winnipeg area are permitted to work up to 120 hours in a two-week period at straight-time rates, the only exception being carpenters, whose minimum wage rate of \$2.15 an hour is based on a 48-hour week.

Manitoba Tradesmen's Qualifications Act

The first regulations to be issued under the Manitoba Tradesmen's Qualifications Act were gazetted as Man. Reg. 28/62 on March 13.

The Tradesmen's Qualifications Act, which was enacted in 1961 and was brought into force on February 15, 1962, provided for voluntary certification of tradesmen with provision for compulsory certification at some future date.

The new regulations distinguish between applicants who work in trades designated under the Apprenticeship Act and other tradesmen. An applicant for a certificate of proficiency in one of the designated trades must be at least 26 years of age and must have had at least six years experience in the trade, exclusive of time spent as a labourer.

A person applying for a certificate of proficiency in a trade not designated under the Apprenticeship Act must produce evidence of trade experience or training, or both, as may be required by the board of examiners. No minimum age requirement is set for applicants in this category, however.

If required by the Board, every applicant for a certificate of proficiency must pass the prescribed examination. A candidate who fails to obtain the required pass mark will not be eligible for a second examination for three months. If he fails a second time, he may not be re-examined until he has completed a training course approved by the Board.

A candidate who is dissatisfied with a Board's decision may appeal to the Minister of Labour, who is also given discretionary power to cancel or suspend a certificate.

Ontario Energy Act

The gas regulations under the Ontario Energy Act have been amended to adopt the part of the C.S.A. code dealing with liquefied petroleum gas burning appliances and equipment.

The new regulation (O. Reg. 83/62, gazetted April 14) adopts, with certain changes, the whole of the latest edition of the relevant C.S.A. code, B149-1962, Installation Code for Gas Burning Appliances and Equipment. This includes not only Sections 1 and 2 of the Code, previously adopted, but also Section 3 (Installation Requirements for Liquefied Petroleum Gas Burning Appliances and Equipment). The newly adopted section replaces the code of the National Fire Protection Association previously used.

The changes made in the provisions of the Code concern technical matters such as pressure testing or leak testing of gas piping systems; servicing and repairing of liquefied petroleum gas bulk tank vehicles; and, as in the earlier regulations, the purging of gas lines.

Quebec Minimum Wage Act

The Quebec Minimum Wage Commission recently issued a new order increasing minimum rates of forestry workers by about 10 per cent. The new order, No. 39, 1962, went into effect on April 28, the date of publication, and will remain in force until May 1, 1963.

A renewal order gazetted the same day extended the vacation order (No. 3, 1957), the general minimum wage order (No. 4, 1960); the order governing hotels, restaurants, hospitals, real estate and taxi undertakings (No. 40, 1960), and the order covering municipal and school corporations (No. 41, 1960) until May 1, 1963.

Order No. 39, 1962—Forestry Operations

The revised forestry order has the same coverage as the order issued last year, applying to all logging operations, including construction, maintenance and improvement work, reforestation projects, driving operations, forest fire protective work and clearing operations. Caterers, contractors, subcontractors and intermediaries connected with any of these undertakings are also subject to the order.

The exemptions include: employees in wood processing plants other than sawmills producing lumber for logging operations;

emergency fire fighters; employees transporting lumber outside the forests; farm employees; persons employed by a non-profit organization in a forest colony, and the employer's consort.

Employees covered by a collective agreement under the Labour Relations Act that has provisions relating to wages and working conditions that are generally better than those set out in the order, are exempted from Parts II and III in so far as supervision of the Commission is concerned.

Hours—As formerly, the normal work week for forestry workers is 54 hours, except in the case of cooks, kitchen help, stablemen, guards, fire rangers and pieceworkers whose hours cannot be established. Such employees are deemed to have no normal work week and are therefore not entitled to overtime. Time in excess of one hour spent travelling between the camp and the working area is to be considered working time and must be paid for at regular rates.

The new order also states that, for its purposes, "a day of work" means a period of nine hours of work in any one day.

Minimum Rates—Hourly, daily and weekly rates are again set for persons hired on a fixed wage basis, the determining factor being the extent to which hours are controlled. The minimum for employees whose hours of work are verifiable has been increased from \$1 to \$1.10 an hour; that of workers whose hours cannot be verified, from \$8.60 to \$9.90 a day.

Forestry workers without a regular work week are now to receive a minimum of \$59.40 a week instead of \$51.60. A new provision stipulates, however, that if an employee is expected to do as much work as a pieceworker, he must be paid at piecework rates even though hired on a fixed wage basis. The order also provides that employees who quit voluntarily without having worked 12 days must be paid at least \$7.65 per day.

In line with former practices, the order sets lower minimum rates for inexperienced and handicapped employees whose output is below normal. The minimum for employees in this category is now 85 cents an hour if their hours can be verified and \$7.65 a day if they cannot. As before, a quota is imposed, the order again providing that the number of inexperienced and handicapped employees may not exceed 10 per cent of the total labour force in any one camp. In addition, the new order stipulates that, if an employee in this category has a normal output, he must be paid the regular

minimum wage (\$1.10 an hour, \$9.90 a day or \$59.40 a week, whichever rate is applicable).

As before, piecework rates are set for forestry workers engaged in cutting pulpwood and in other woodcutting operations. In pulpwood operations, pieceworkers and jobworkers engaged in the cutting and making of wood and in skidding and assembling are to be paid \$6.50 per cord for soft wood and \$5 per cord for hard wood. For wood measured in solid cubic feet, the minimum is now \$7.65 per 100 s.c.f. for soft wood and \$5.90 for hard wood.

Employees in pulpwood operations who cut, make and pile or assemble the wood, are now to receive at least \$6 per cord for soft wood and at least \$4.80 per cord for hard wood. The minimum for wood measured in solid cubic feet is \$7.05 or \$5.60 per 100 s.c.f., depending on the type of wood.

In pulpwood operations, the minima now payable to employees engaged solely in the cutting and making of wood are \$5.20 per cord and \$6.15 per 100 s.c.f. for soft wood, and \$4.15 per cord and \$4.90 per 100 s.c.f. for hard wood.

In addition to setting the piecework rates described above, the new order states that whatever the piecework rate specified in the contract, a pieceworker in pulpwood operations must not be paid less than \$11 per working day.

In other operations, pieceworkers or jobworkers engaged in the cutting or making of wood may be paid the rates agreed upon, provided these rates are set out in the contract and result in earnings of not less than \$11 per working day.

Another new provision states that a pieceworker or jobworker who supplies his own horse must receive an additional \$2 per working day.

Overtime—Under the revised order, forestry workers are to be paid one and one-half the applicable minimum rate for overtime work. Formerly, hourly rated employees not governed by a collective agreement were entitled to one and one-half the regular rate for overtime work and other employees one and one-half the minimum rate.

The new order also provides that employees paid on a weekly basis need not be paid overtime if they earn \$70 or more a week. Formerly, the overtime exemption applied to persons hired for a fixed weekly, monthly or yearly salary who earned \$65 or more a week.

Deductions—A few changes were made in the provisions dealing with deductions. The maximum charge for board and lodging

remains \$1.65 per day. The charge for single meals is now 55 cents. A new provision states that an employee whose services have been terminated in the normal manner and who, through some fault of the employer, is obliged to wait in the camp for his scaling slip and wages, must be supplied with free board and lodging while waiting for settlement.

The revised order also limits the deductions that may be made for feeding horses. If an employee supplies his own horse for the skidding of bolts and logs, the employer may not deduct more than \$1.50 a day for feeding the horse. If the horse is supplied by the employer, the total authorized deduction is now \$2 a day, whether the horse is used by one employee or by a number. Recent orders have not dealt with this question.

As before, employers are prohibited from charging for the rental or use of bedding but may make deductions from an employee's wages if bedding is lost or not returned, provided rates are mentioned on notices and pay statements. They may also charge for laundering bedding or other articles if a price list is posted in the employee's living quarters.

All employees except pieceworkers and jobworkers must be provided with the necessary tools and equipment at the employer's expense and may not be charged for worn or broken tools or accessories. Employers, however, are again permitted to make deductions from wages if tools, equipment and safety garments are lost or not returned, provided rates are shown on notices and pay statements.

As formerly, an employer is also permitted to deduct amounts imposed by an Act or court order, cash advances, and the price of goods sold, provided a price list is posted in a conspicuous place in the store or office of the camp.

Weekly Rest—As before, forestry workers with a regular work week must be given a weekly rest of 24 consecutive hours or two periods of 18 hours each.

Vacation Pay—The revised order provides that every employee must be given vacation pay equal to 2 per cent of earnings upon termination of his contract. Previously, only employees who had worked at least 50 days within a four-month period were entitled to vacation pay.

Employees whose services have been continuous must, as before, be given their vacation pay for the previous 12 months during the month of May.

(Continued on page 748)

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance benefit at end of March 18 per cent below total year earlier and number of initial and renewal claims during month, 13 per cent below, statistics* show. Benefit payments also total less

Claimants† for unemployment insurance benefit on March 30 numbered 687,500. This was only a little more than 4 per cent below the February figure of 718,700 but about 18 per cent below the total of 838,000 in March 1961.

Males accounted for three quarters of the decline since February.

These totals include seasonal benefit claimants as follows: 220,100 at the end of March, 207,300 at the end of February, and 265,800 at the end of March 1961.

The number of claimants for regular benefit dropped by 44,000 during the month, but there was an increase of about 13,000 in the number of seasonal benefit claimants. During March of last year, the net decline was 35,000, resulting from a drop of 51,000 in regular benefit and an increase of 16,000 in seasonal benefit claimants.

It is difficult at this season of the year to distinguish between economic and administrative factors in interpreting claimant data. Exhaustions on seasonal benefit do not affect the data until approximately the end of February. During March, however, the composition of the seasonal benefit group is affected by an outflow of exhaustions, on the one hand, and, on the other, by an influx of claimants terminating regular benefit and now eligible for seasonal benefit.

The number of seasonal benefit claimants increases at this time of the year, in spite of a decline in the number of fishing benefit. Some fishing seasonal benefit claimants no doubt exhausted their benefit and, since

* See Tables E-1 to E-4 at back of this issue.

† A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. During the seasonal benefit period, claims in process are classed as regular until the computation of their contribution credits indicates otherwise.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or total job applicants."

practically none are able to transfer to regular benefit the total declined.

Exhaustions of seasonal benefit other than fishing, however, were partly offset by transfers from regular to seasonal benefit.

The decline in the total number on benefit resulted partly from exhaustion of benefit.

The proportion of claimants classed as seasonal benefit increased from 29 per cent on February 28 to 32 per cent on March 30. This was almost the same proportion as last year.

Initial and Renewal Claims

Initial and renewal claims filed at local offices in March numbered 225,800, about 10 per cent fewer than in February and about 13 per cent, or 33,600 below the March 1961 figure.

The ratio of initial to renewal claims tends to decline after January with the seasonal decline in the total number of claims filed. For example, the ratio for March was 2.3, while that for December and January was 2.9. Last year the ratio in March was 2.4, in January it was 2.9, and in the previous December, 2.6.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in March was estimated at 638,800, compared with 590,400 in February and 807,100 in March 1961.

Payments during the month totalled \$68,800,000, some \$10,000,000 higher than in February, but \$16,000,000 lower than the record of \$85,000,000 reached in March 1961.

The increase in the number of beneficiaries and benefit payments in contrast to the decline in the number of claimants during the month is usual at this time of the year, since data on payments lag behind those on claimants. Payment data also cover the whole month, whereas the number of claimants is only that at the end of the month, when the usual decline is beginning to make itself felt.

The average weekly benefit payment was \$24.49 in March, \$24.56 in February, and \$23.99 in March 1961.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for March showed that insurance books or contribution cards had been issued to 5,076,290 employees who had made contribution to the Unemployment Insurance Fund at one time or another since April 1, 1961.

At March 31, registered employers numbered 335,967, a decrease of 148 since February 28.

Enforcement Statistics

During March, 11,068 investigations were conducted by enforcement officers across Canada. Of these, 7,353 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 206 were miscellaneous investigations. The remaining 3,509 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 242 cases, 68 against employers and 174 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,977.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in March totalled \$27,743,532.74, compared with \$26,729,486.50 in February and \$26,442,646.10 in March 1961.

Benefits paid in March totalled \$68,826,615.12, compared with \$57,988,338.19 in February and \$81,772,486.32 in March 1961.

The balance in the Fund on March 31 was \$63,535,370.96; on February 28 it was \$104,618,453.34 and on March 31, 1961, it was \$185,298,086.78.

Monthly Report on Operations of the National Employment Service

The seasonal upswing in placement activity of local offices of the National Employment Service was well underway during April. Placements reached a total of some 95,000, an increase of 22.6 per cent over the March figure.

Along with this seasonal rise, further year-to-year record increases were reported. April 1962 placements exceeded those in April 1961 by 31.3 per cent and the April 1960 total by 44.2 per cent. Cumulative total placements for the first four months of 1962, some 320,400, were higher by 26.5 per cent than in the corresponding period a year ago. These totals are postwar records in placements.

Placements of men in April 1962 totalled some 65,800, a year-to-year increase of 33.4 per cent, and placements of women totalled some 29,200, up 26.9 per cent over a year ago.

Regionally, the following percentage increases over April 1961 were reported:

Atlantic	42.3
Quebec	36.0

Ontario	37.7
Prairie	18.1
Pacific	17.4

Some 4,300 of the placements effected in April required the movement of workers from one local office area to another, through the clearance facilities of the National Employment Service. Clearance activity generally has been expanding, with an increasing number of employers taking advantage of this means of obtaining workers not available locally.

Employers notified NES offices of some 123,000 vacancies during April, an increase of 36.1 per cent over April a year ago. The larger part of this increase was among vacancies for men, which totalled some 83,000, up by 42.5 per cent over last year's total. Vacancies for women, at 40,000, increased by 24.5 per cent over 1961.

This improvement in the number of vacancies indicates that the demand for labour has been gaining momentum.

* These do not necessarily relate to the investigations conducted during this period.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during April Works of Construction, Remodelling, Repair or Demolition

During April the Department of Labour prepared 258 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 131 contracts in these categories was awarded. Particulars of these contracts appear below. In addition 136 contracts not listed in this report and which contained the General Fair Wages clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Departments of Defence Production, Northern Affairs and National Resources and Public Works.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in April for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.	1	\$ 5,500.00
Defence Production	172	1,093,909.00
Post Office	14	355,613.95
Royal Canadian Mounted Police	3	49,805.95

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate, but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during April

During April the sum of \$2,288.77 was collected from nine contractors for wage arrears due their employees as a result of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 52 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during April

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Winnipeg Man: Sucharov Electric, installation of light frames in east cereal greenhouse, Agriculture Research Laboratory.

Atomic Energy of Canada Limited

Whiteshell Man: Louis Ducharme & Associates Ltd, construction of staff bunkhouse, Nuclear Research Establishment.

Central Mortgage and Housing Corporation

St John's Nfld: Frank Melendy, exterior painting of 50 housing units (VR 1/49).

In addition, this Corporation awarded six contracts containing the General Fair Wages Clause.

Department of Citizenship and Immigration

Hobbema Indian Agency Alta: John Dick & Son, construction of basements for 38 houses, Hobbema IR; Vogel Bros, construction of road, Louis Bull Reserve. *Skeena River Indian Agency B C:* Eby & Sons Ltd, construction of staff residence, Port Simpson IDS, Port Simpson Reserve.

Defence Construction (1951) Limited

Dartmouth N S: Steen Mechanical Contractors Ltd, repairs to steam service from hangar "D" to Bldg 65, HMCS *Shearwater*. *Halifax N S:* L E Powell & Co Ltd, repairs to south approach to Jetty No 3, HMC Dockyard. *Montreal Que:* Weiss Electrical Contracting Co, rewiring HMCS *Donnacona*. *Valcartier Que:* J O Lambert Inc, extension to chapel, Camp. *Petawawa Ont:* Peter E Sylvestre & Sons Ltd, addition to officers' mess (Bldg N-102), Camp. *Trenton Ont:* Hugh Murray Ltd, construction of ILS installation, RCAF Station; A Stroud Ltd, construction of truck delivery & unloading facilities for POL Compound, RCAF Station; Evans Contracting Co Ltd, road repairs & drainage improvements, RCAF Station. *Cold Lake Alta:* Poole Engineering (1958) Ltd, runway repairs, RCAF Station. *Chilliwack B C:* Stevenson Construction Co, construction of bldg. *Various locations:* Two contracts in the restricted category.

Building and Maintenance

Halifax N S: James F Lahey Ltd, exterior painting of seven bldgs, Windsor Park. *Campagetown N B:* Cardinal Painting & Decorating Co Ltd, exterior repainting of 500 PMQs; F W Jackson & Sons Ltd, interior painting of 23 bldgs. *Barriefield Ont:* McGinnis & O'Connor Ltd, paving of Seventh St, RCME School. *Camp Borden Ont:* Crosstown Paving Co Ltd, paving of seven drill hall entrances. *Petawawa Ont:* Frost Steel & Wire Co Ltd, supply & erection of security fencing in Camp. *Portage la Prairie Man:* Nelson River construction Ltd, improvements to drainage system, RCAF Station.

In addition, Defence Construction (1951) Ltd awarded four contracts containing the General Fair Wages Clause.

Department of Defence Production

Aldershot N S: Fred T Cleveland, exterior painting of 34 bldgs, Camp. *Clinton Ont:* D A McKay & Son, painting of 40 PMQs, RCAF Station. *Woodstock Ont:* Harrison & Green Construction Ltd, renovations to washrooms in Armoury. *Winnipeg, Headingly & Transcona Man:* Tallman Paving, repairs & resurfacing of roads, RCAF Station & transmitter sites. *Airdrie, Red Deer & Crossfield Alta:* Britton Construction Ltd, fabrication & erection of national survival warning sirens. *Lethbridge & Medicine Hat Alta:* Poole Construction Co Ltd, fabrication & erection of national survival warning sirens. *Belmont Park B C:* Hartmann & Guelich, interior painting of 25 residences; Heath Painting & Decorating Co Ltd, interior repainting of 20 residences. *Esquimalt B C:* Renfrew & Stewart Heating Ltd, re-roofing bldg No 89, HMCS Naden.

In addition, this Department awarded 87 contracts containing the General Fair Wages Clause.

National Harbours Board

Halifax N S: L G & M H Smith Ltd, reconstruction of rock-filled cribwork, Pier 9. *Montreal Harbour Que:* G M Gest Contractors Ltd, installation of lighting system, Champlain Bridge. *Montreal Que:* The Highway Paving Co Ltd, construction of roadways, sections 6, 7 & 8, Champlain Bridge; A-1 Electric Inc, electrical installation for toll plaza, Champlain Bridge; The Robert Mitchell Co Ltd, supply & installation of toll booths for toll plaza, Champlain Bridge.

Department of Northern Affairs and National Resources

Cape Breton Highlands National Park N S: R B Havill Ltd, construction of three toilet bldgs, Broad Cove Campgrounds. *Point Pelee National Park Ont:* Fontaine Nursery Farms Ltd, landscaping at Administration Bldg. *Banff National Park Alta:* Patrick Construction Co Ltd, construction of water supply line to Upper Hot Springs bathhouse & swimming pool.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

Projects Assisted by Federal Loan or Grant

Owen Sound Ont: Schwenger Construction Co, construction of sewage treatment plant, Contract 2. *Broadview Sask:* A A Myers, construction of sewage lagoon. *Kelvington Sask:* G C McLeod Co Ltd, construction of outfall & sewage lagoon. *Melville Sask:* G C McLeod Co Ltd, construction of outfall, sewage pumping station, sewage pressure main & sewage lagoon. *Quill Lake Sask:* R B McLeod Co Ltd, construction of sewage pumping station, sewage pressure main & sewage disposal lagoon. *Wapella Sask:* Conacher Construction Ltd, construction of sewage pumping station, sewage pressure main & sewage disposal lagoon.

Department of Public Works

Happy Valley (Labr) Nfld: C A Pitts General Contractor Ltd & Drake Construction Ltd, construction of federal bldg. *Nain (Labr) Nfld:* Benson Builders Ltd, wharf reconstruction & extension. *Red Bay (Labr) Nfld:* Benson Builders Ltd, wharf repairs & extension. *Fox Roost Nfld:* Benson Builders Ltd, construction of breakwater. *Hussey's Cove (Port de Grave) Nfld:* J J Hussey Ltd, wharf reconstruction. *St Anthony Nfld:* Northern Equipment Associates, installation of water line & toilet facilities, federal bldg. *St John's*

Nfld: Murphy Excavation Co Ltd, demolition of Naval Bldg No 1. *Bay Fortune P E I:* Norman N MacLean, wharf repairs. *Egmont Bay P E I:* Edmond A Arseneault, wharf improvements. *Ballantyne's Cove N S:* Stanley Reid, wharf extension. *Cape John N S:* Colin R MacDonald Ltd, breakwater extension. *Dartmouth N S:* Atlas Construction Co Ltd, construction of storm sewers, paving & landscaping, Oceanographic & Hydrographic Research Station. *Halifax N S:* Modern Building Cleaning Services of Canada Ltd, cleaning interior, etc, Queen's Printer Bldg, Barrington St. *Little Judique Ponds N S:* Albert MacDonald, harbour improvements. *Back Bay N B:* Courtenay Concrete Ltd, breakwater extension. *Bathurst N B:* Diamond Construction (1961) Ltd, wharf improvements. *Blue Cove N B:* La Construction de St Paul Ltee, breakwater extension. *Lameque N B:* Diamond Construction (1961) Ltd, harbour improvements. *Petitcodiac N B:* La Construction Acadienne Ltee, construction of RCMP detachment quarters. *Sackville N B:* Modern Construction Ltd, construction of federal bldg. *Saint John (Negro Point) N B:* Diamond Construction (1961) Ltd, breakwater extension. *Abbotsford Que:* Yamaska Construction Inc, construction of post office bldg. *Bagotville Que:* J A Simard, construction of protection works. *Black Lake Que:* Herve Lessard & Sigefroid Labrecque, construction of post office bldg. *Grande Riviere Que:* Bisson Construction Inc, fishing harbour repairs. *Les Eboulements Que:* Les Constructions du St Laurent Ltee, wharf improvements. *Montreal Que:* Dave Lydon, removal of ashes, garbage, etc from federal bldgs; Ed's Cleaning Services, cleaning interior, etc, Unemployment Insurance Commission Bldg. *Phillipsburg Que:* Guy Leveille, construction of warehouse, long room & bus terminal for Customs & Immigration. *Quebec Que:* Entretiens Industriels & Sanitaires Orleans Enr, cleaning interior, etc, Pollack Bldg; Canadian Mechanical Handling Systems Ltd, supply & installation of mechanical mail handling equipment, new Postal Terminal Bldg; Marcel Legare, construction of Immigration Hangar, Bassin Louise. *St. Felicien Que:* Alphonse Dufour Ltee, construction of protection works. *St Joachim de Tourelle Que:* Ovila Tremblay & Willie Servant, wharf repairs. *Ste Rose du Nord Que:* Ovila Gauthier Ltee, wharf improvements. *Valcourt Que:* Boulais & Freres, construction of post office bldg. *Varennes Que:* P Baillargeon Ltee, construction of retaining wall. *Windsor Que:* Albert Morin, construction of federal bldg. *Bayfield Ont:* Looby Construction Ltd, repairs to pier. *Cornwall Ont:* John Entwistle Construction Ltd, construction of animal inspection corral & loading ramp. *Georgetown Ont:* Wilchar Construction Ltd, construction of federal bldg. *Hawkestone Ont:* John Gaffney Construction Co Ltd, wharf repairs. *London Ont:* Modern Building Cleaning Services of Canada Ltd, cleaning Postal Terminal Bldg. *Lucan Ont:* Zurich Hardware & Builders' Supplies Ltd, construction of post office bldg. *Ottawa Ont:* Hallmark Building Cleaning Ltd, interior cleaning, Beamish Bldg; Ron Construction Co Ltd, alterations & repairs to Langevin Bldg; Beaudoin Construction Ltd, alterations to certain areas, Trade & Commerce Bldg; Stanley G Brookes, installation of emergency lighting in certain areas, East Block, Parliament Bldgs; R & R Construction, alterations at 35 George St; Beaudoin Construction Ltd, general alterations in certain areas, Confederation Bldg (Job "A"); Ontario Building Cleaning Co Ltd, interior cleaning of UIC Bldg. *Portland Ont:* Howard S Clark, construction of post office bldg. *Sombra Ont:* George L Dillon Construction Ltd, construction of wharf approach. *Toronto Ont:* Taymouth Industries Ltd, installation of movable metal partitions, dais & counters for Department of Citizenship & Immigration, Arthur Meighen Bldg. *Weston Ont:* Wembley Construction Co Ltd, construction of federal bldg. *Churchill Man:* Alberta Building Co Ltd, construction of intake pumphouse. *Lena Man:* Gertz Construction Ltd, construction of Customs Highway office & residence. *Borden Sask:* H J Tubby & Son Ltd, construction of post office bldg. *Coutts Alta:* Nelson's Plumbing & Heating, installation of water & sewer services to staff houses. *Gibsons Landing B C:* Greenlees Piledriving Co Ltd, breakwater repairs. *Halfmoon Bay B C:* Quadra Construction Co Ltd, wharf & float repairs. *Turkey Head (Oak Bay) B C:* Midland Construction Co, repairs to retaining wall. *Vancouver B C:* John's Window Cleaning, cleaning windows in federal bldgs. *Cambridge Bay N W T:* Solar Construction Co Ltd, wharf construction. *Yellowknife N W T:* Sorensen's Painting & Decorating, painting of government housing units. *Whitehorse Y T:* 918 Construction Ltd, moving of two houses.

In addition, this Department awarded 38 contracts containing the General Fair Wages Clause.

The St. Lawrence Seaway Authority

Chippawa Ont: Bridge & Tank Co of Canada Ltd, repair & modification of highway bridge across Welland River (Stage 1). *St Catharines Ont:* Annett Chemicals Ltd, grouting with chrome lignin at Locks 5 & 6, Welland Canal.

Department of Transport

Gander Nfld: Norman Dick Ltd, completion of revised air conditioning system for traffic control area, Air Terminal Bldg, International Airport. *Port aux Basques Nfld:* Pius Sullivan & Sons Ltd, construction of deep well water supply, Loran & Decca Stations. *Moncton N B:* Abbey Landry Ltd, construction of lean-to for housing Department of Transport helicopters. *House Harbour M I Que:* Scott Wheaton Ltd, improving runway drainage. *Mont Joli Que:* Arno Electric Reg'd, construction of transmitter bldg & associated work. *Quebec Que:* Roger Vezina, construction of garage, firehall bldg & related work. *Clear Lake Man:* Arnason Engineering Co Ltd, construction of NDB bldg & related work. *Flin Flon Man:* Surety Construction Co Ltd, construction of NDB bldg. *Thompson Man:* J S Quinn Construction Co Ltd, construction of NDB bldg. *Calgary Alta:* McCormick Electric Ltd, installation of LI approach lighting, approaches 10 & 28. *Fort McMurray Alta:* Forest Construction Ltd, construction of air terminal bldg & related work. *Fort St John B C:* McCormick Electric Ltd, construction of LI approach lighting to runway 20 & related work, Airport. *Nanaimo B C:* Crown Construction Co, construction of dwelling, Entrance Island. *Quesnel B C:* R G Lockhart & Son Contracting Co Ltd, supply & installation of airport boundary fence.

Recent Regulations

(Continued from page 735)

General Provisions—The general provisions dealing with notices, contracts, records and earnings statements are substantially the same as before. Before beginning operations, every employer must send the Commission written notice of his plans, at the same time specifying the number of copies of the forestry order required for posting in his camps.

Unless exempted, the employer must now send the Commission a copy of every engagement contract within 12 days from date of signature instead of on termination of employment. Also, a copy of the employee's pay statement must now be forwarded to the Commission within 12 days after the employee's departure.

In line with former practices, the order again provides that an employee must be reimbursed for his transportation expenses to and from the camp (including board, lodging and baggage), with an employer being permitted to claim any sums specified on the hiring contract. The revised order also stipulates, however, that no gate toll may be claimed from the employee.

The provisions respecting records and pay statements were amended to conform with the changes in the vacation and overtime provisions. The order also contains the usual provisions regarding the posting of orders, regulations or other documents sent by the Commission.

PRICES AND THE COST OF LIVING

Consumer Price Index, May 1962

The consumer price index (1949=100) declined 0.2 per cent from 130.3 to 130.1 between the beginning of April and May.* Declines in the food and clothing indexes offset increases in the housing, transportation, health and personal care, and recreation and reading indexes. The tobacco and alcohol index was unchanged.

The index for May 1961 was 129.0.

The food index declined 1.0 per cent, from 125.8 to 124.5, as butter prices dropped from 70 to 58 cents per pound and lower prices were reported also for eggs, fats, chicken, and some fresh and canned fruits and vegetables, particularly cabbage. Prices were higher for beef, some pork, lamb, veal, apples, fresh tomatoes and flour.

The housing index rose 0.4 per cent from 134.0 to 134.5, as the shelter component moved to a higher level but the household operation component was unchanged. In shelter, rents were unchanged but the home-ownership index was higher. In household operation, lower prices for fuel and furniture balanced higher prices for floor coverings, textiles, utensils and equipment and household services.

The clothing index declined 0.4 per cent, from 113.2 to 112.8. Somewhat higher prices for men's wear and footwear were more than balanced by lower prices for women's and children's wear, and piece goods.

The transportation index rose 0.1 per cent, from 140.2 to 140.4, as a result of price increases in both the automobile operation and local transportation components. In automobile operation, higher automobile insurance premiums offset lower prices for new passenger cars. Higher bus fares moved the local transportation index.

The health and personal care index increased 0.1 per cent from 158.1 to 158.2. The health care component was unchanged but the personal care component rose as price increases occurred for both men's haircuts and women's hairdressing.

The recreation and reading index moved from 146.6 to 147.1, an increase of 0.3 per cent. Prices were higher for motion picture admissions, bicycles and toys in the

recreation component. The reading component was unchanged.

The tobacco and alcohol index was unchanged at 117.9. Minor price changes for cigarettes and cigarette tobacco failed to move the tobacco index.

Group indexes one year earlier (May 1961) were: food 123.2, housing 132.9, clothing 112.4, transportation, 141.8, health and personal care 155.3, recreation and reading 146.0, tobacco and alcohol 115.8.

City Consumer Price Indexes, April 1962

Consumer price indexes (1949=100) between March and April rose in nine of the ten regional cities.* The index for Vancouver remained unchanged.

Increases ranged from 0.2 per cent in Halifax and Saint John to 0.6 per cent in St. John's.

Food indexes rose in all cities, with increases ranging from 0.3 per cent in Halifax to 1.8 per cent in Winnipeg. Housing indexes were down in three cities, up in four, and unchanged in the other three. In five cities clothing indexes were higher, in two lower, and in three unchanged from the previous month. The transportation index rose in all cities. There were seven higher health and personal care indexes, one lower, and two unchanged. Recreation and reading rose in five cities and fell in five. The index for tobacco and alcohol was constant in all cities except Montreal, where it increased.

This month introduces revised regional city indexes in which the items included in these indexes, and their weights, have been brought into line with more current family spending habits as recorded in the family expenditure survey of 1957, the indexes previously having been based on expenditure patterns in 1947-48. The revised indexes continue on the time base 1949=100.

The methods and techniques employed in revising these city indexes are identical to those used in revising the national consumer price index a year ago (L.G., Apr. 1961, p. 398). A comprehensive review of the revision is available in the Dominion Bureau of Statistics occasional paper 62-518,

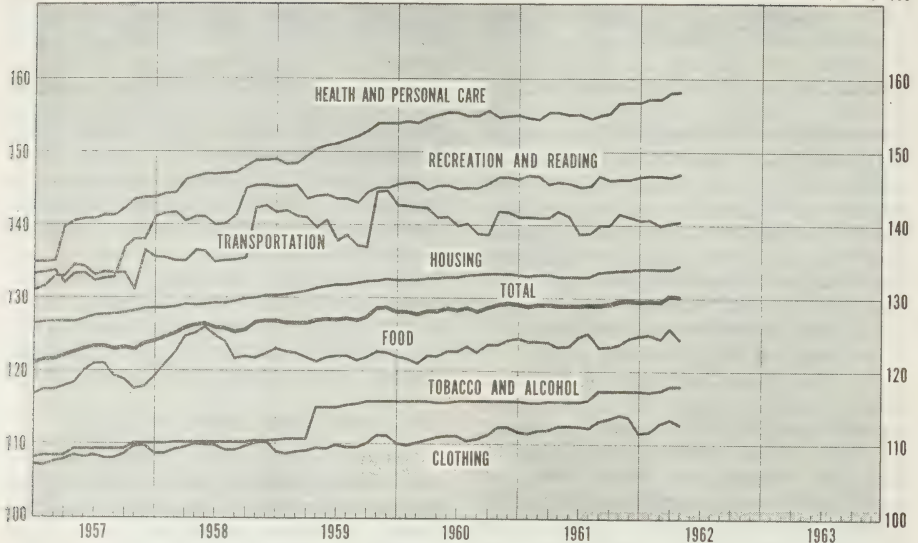
* See Table F-1 at back of this issue.

* See Table F-2 at back of this issue.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



The Consumer Price Index for Canada (1949=100) Revision Based on 1957 Expenditures.

In Table F-2 at the back of this issue, the all-items indexes shown for March and April, and the group indexes for April are the revised 1957-weighted indexes. These new indexes have been linked to, and are identical with the 1947-48 weighted indexes already published for February 1962 (L.G., Apr., p. 492). For March 1962, the new all-items indexes are, in almost all cases, also identical to the 1947-48 weighted indexes already published for that month (L.G., May, p. 579) but some of the group indexes are somewhat different in some cities. Beginning with this issue, the 1947-48 weighted indexes will be discontinued and the regional city indexes will be the 1957-weighted indexes.

Regional consumer price index point changes between March and April were as follows: St. John's +0.7 to 117.4†; Ottawa +0.7 to 131.7; Winnipeg +0.6 to 128.9; Saskatoon-Regina +0.6 to 127.3; Edmonton-Calgary +0.5 to 125.5; Montreal +0.4 to 130.5; Toronto +0.4 to 132.1; Halifax +0.3 to 130.0; Saint John +0.3 to 131.1. Vancouver remained unchanged at 129.2.

Wholesale Price Index, April 1962

Canada's general wholesale price index (1935-39=100) edged up 0.1 per cent in April to 237.4 from 237.1 in March. It

was 2.8 per cent above last year's April index of 230.9.

Four of the eight major group indexes were higher, three were lower, and the non-metallic minerals products group index was unchanged at 187.8.

Animal products group index increased 0.5 per cent in April to 256.2 from 255.0 in March. The wood products group index also rose 0.5 per cent, to 311.7 from 310.0. Non-ferrous metals products group index rose 0.4 per cent to 188.7 from 188.0, and the chemical products group index edged up to 190.3 from 190.2.

Decreases of 0.2 per cent or less occurred in indexes for: textile products, to 238.7 from 239.1; iron products, to 257.1 from 257.5; and vegetable products, to 210.2 from 210.5.

The index of Canadian farm product prices at terminal markets (1935-39=100) increased 0.6 per cent to 220.3 from 218.9 in the three-week period ended April 19.

The animal products index rose 1.0 per cent to 273.9 from 271.2, reflecting higher prices for hogs and calves on both eastern and western markets, lambs and poultry in the East, and cheesemilk and steers in the West. Prices were lower for eggs, both east and west, and for steers in the East. The field products index moved up 0.1 per cent to 166.7 from 166.5. Prices were higher for rye on both markets, barley and oats in the East, and hay and potatoes in the West; lower for potatoes and hay in the East.

† On base June 1951=100.

U.S. Consumer Price Index, April 1962

The United States consumer price index (1957-59=100) rose 0.2 per cent, from 105.0 to 105.2, between mid-March and mid-April. In April 1961 it was 1.3 per cent lower.

In the past three months it has risen as much as it did in the preceding 12 months. For the third month in succession, the April index is a record high.

The largest increase in the month—4.4 per cent—was in prices for used cars. Prices for fresh fruits and vegetables, gaso-

line and medical services also rose. Prices were lower for poultry, eggs, milk, fuel oil and home furnishings.

British Index of Retail Prices, March 1962

The British index of retail prices (Jan. 17, 1956=100) rose half a point, from 117.6 to 118.1, between mid-February and mid-March. A year earlier it was 112.7.

On the base Jan. 16, 1962=100, it rose from 100.1 to 100.5.

Food prices were up about 1 per cent, and charges for services increased nearly 1 per cent.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *Labour Gazette*.

List No. 164

Annual Reports

1. BRITISH COLUMBIA. DEPARTMENT OF LABOUR. *Annual Report for the Year ended December 31, 1961*. [Victoria?] Queen's Printer, 1962. Pp. 95.

2. CANADA. DEPARTMENT OF LABOUR. CANADIAN VOCATIONAL TRAINING BRANCH. *Report for the Fiscal Year ended March 31, 1961*. Ottawa, Queen's Printer, 1962. Pp. 18.

3. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Provincial Labour Standards concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Equal Pay for Equal Work, Workmen's Compensation, Fair Employment Practices, and Weekly Rest-Day*. December 1961. Ottawa, Queen's Printer, 1962. Pp. 31.

MANITOBA. DEPARTMENT OF LABOUR. *Annual Report for the Calendar Year ending December 31, 1961*. Winnipeg, 1962. Pp. 154.

5. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *Report for the Year ending March 31, 1961*. Fredericton [1962?]. Pp. 56.

6. NOVA SCOTIA. DEPARTMENT OF LABOUR. *Annual Report, Fiscal Year ended March 31, 1961*. Halifax, Queen's Printer, 1961. Pp. 59.

7. SASKATCHEWAN. DEPARTMENT OF LABOUR. *Seventeenth Annual Report for the Twelve Months ended March 31, 1961*. Regina, Queen's Printer, 1962. Pp. 135.

Automation

8. DYMOND, WILLIAM RICHARD. *Technological Changes and Their Impact on Employment and Occupations. A Report prepared for the Special Committee of the Senate of Canada on Manpower and Employment by the Economics and Research Branch, Department of Labour*. Ottawa, Dept. of Labour, 1961. Pp. 35.

Included in the Proceedings of the Senate Special Committee on Manpower and Employment. Pt. 6 p. 329-351.

9. UNITED STEELWORKERS OF AMERICA. *Steelworkers and Automation*. [Pittsburgh, 1961?]. Pp. 15.

Civil Service

10. CIVIL SERVICE CLERICAL ASSOCIATION. *Fifty-ninth Annual Report, 1961*. London, 1962. Pp. 104.

11. HART, WILSON R. *Collective Bargaining in the Federal Civil Service; a Study of Labor-Management Relations in United States Government Employment*. [1st ed.]. New York, Harper, 1961. Pp. 302.

Presents the arguments of critics and defenders of the U.S. Government's traditional position on labour-management relations. Includes information on collective bargaining in private industry; the policies and experiences of federal and non-federal government agencies

that have introduced elements of collective bargaining; proposed legislation in the field of compulsory arbitration, etc.

Conferences

12. CONFERENCE OF EUROPEAN STATISTICIANS. 9th, Geneva, 1961. *Report of the 9th Plenary Session, 10-14 July 1961*. Geneva, United Nations, 1961. Pp. 28, 2.

13. NATIONAL CONFERENCE OF CANADIAN UNIVERSITIES AND COLLEGES. *Proceedings, 37th Meeting, 8, 9, 10 June 1961*, McGill University. Ottawa, Canadian Universities Foundation [1962?]. Pp. 138.

14. WORKSHOP [ON] PRACTICE OF SOCIAL WORK IN REHABILITATION, UNIVERSITY OF CHICAGO, 1960. *Proceedings*. Chicago, School of Social Service Administration, University of Chicago [1961?]. Pp. 159.

Workshop held June 20-26, 1960. Co-sponsored by the School of Social Service Administration, University of Chicago, and the National Society for Crippled Children and Adults, Inc.

Economic Conditions

15. DEUTCH, JOHN J., Ed. *The Canadian Economy: Selected Readings*. [Edited by] John J. Deutsch [and others]. Toronto, Macmillan, 1961. Pp. 549.

Intended as an aid in the teaching of economic principles in Canadian universities and colleges.

16. STUDY CONFERENCE ON PROBLEMS OF ECONOMIC DEVELOPMENT. 1ST, BELLAGIO, ITALY, 1960. *Regional Economic Planning; Techniques of Analysis for Less Developed Areas. Papers and Proceedings of the First Study Conference on Problems of Economic Development organized by the European Productivity Agency*. Bellagio, Italy, June 19-July 1, 1960. Edited by Walter Isard [and] John H. Cumberland. Paris, European Productivity Agency of the O.E.E.C., 1961. Pp. 450.

17. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *World Economic Survey, 1960*. New York, 1961. Pp. 237.

18. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *January 1962 Economic Report of the President. Hearings before the Joint Economic Committee, Congress of the United States, 87th Congress, 2nd Session, pursuant to Sec. 5 (a) of Public Law 304 (79th Congress)*. Washington, GPO, 1962. Pp. 845.

19. U.S. DEPARTMENT OF COMMERCE. OFFICE OF BUSINESS ECONOMICS. *Business Statistics, 1961*. Washington, GPO, 1961. Pp. 342.

Education

20. CANADIAN CONFERENCE ON EDUCATIONAL RESEARCH. 2ND, MACDONALD COLLEGE, 1961. *Second Canadian Conference on Educational Research, Macdonald College. Ste-Anne-de-Bellevue, June 8, 9, and 10, 1961*. C. P. Collins, Ed. Toronto, Canadian Education Association, 1961. Pp. 90.

Conference sponsored jointly by the Canadian Council for Research in Education and the Canadian Education Association.

21. COLLINS, CECIL P., Ed. *Research in Education*. Ottawa, Canadian Conference on Education, 1961. Pp. 53.

Six men in the field of education in Canada discuss the need for educational research in this country.

Employment Management

22. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Sickness and Accident Provisions in Canadian Industries*. Ottawa, Queen's Printer, 1961. Pp. 29.

Provides information about sickness and accident benefit plans and paid sick leave plans.

23. INTERNATIONAL LABOUR OFFICE. *Termination of Employment (Dismissal and Lay-off*. Seventh item on the agenda. Geneva, 1961-1962. 2 volumes.

At head of title: Report 7(1)-(2) International Labour Conference. 46th Session, Geneva, 1962.

Part 1 contains a review of national law and practice with respect to termination of employment as well as a questionnaire to be completed by member governments. Part 2 contains replies from 68 member governments and proposed conclusions based on the replies.

24. U.S. BUREAU OF LABOR STATISTICS. *Employer Expenditures for Selected Supplementary Remuneration Practices for Production Workers in Manufacturing Industries, 1959*. Washington, GPO, 1962. Pp. 124.

Human Relations

25. BAKKE, EDWARD WIGHT. *The Human Resources Function*. Urbana, Institute of Labor and Industrial Relations, University of Illinois, 1961. Pp. 14.

The author defines the human resources function as "the function which is related to the understanding, maintenance, development, effective employment, and integration of the potential in the resource 'people'."

26. RICHARDSON, FREDERICK LEOPOLD WILLIAM. *Talk, Work, and Action*. Ithaca, N.Y., Society for Applied Anthropology, 1961. Pp. 96.

The author, an applied anthropologist, studied a work group in a factory to observe the effect of the work environment on the individual members of the group. He shows that sufficient stress can cause individuals to suffer physical and mental ill health.

Labour Organization

27. CONFÉDÉRATION DES SYNDICATS NATIONAUX. *Congrès spécial, Québec, P.Q., 1961*. Québec [1962?]. Pp. 200.

The Confédération des Syndicats Nationaux was formerly known as the Confédération des Travailleurs catholiques du Canada.

28. GEIJER, ARNE. *The Function of the International Confederation of Free Trade Unions*. Urbana, Institute of Labor and Industrial Relations, University of Illinois, 1960. Pp. 8.

The author is president of the International Confederation of Free Trade Unions.

29. ONTARIO FEDERATION OF LABOUR (CLC). *Report of Proceedings, Fifth Annual Convention, Windsor, Ontario, November 6, 7, 8, 1961*. Toronto [1962?]. Pp. 70.

30. DERBER, MILTON. *Industrial Homework: An Old Problem Lingers On*. Urbana, Institute of Labor and Industrial Relations, University of Illinois, 1959. Pp. 11.

The author points out that as long as industrial homework "... is carried on in conformity with legal standards of wages, hours, health and working conditions, and therefore cannot be said to represent an unfair threat to factory enterprise or to the public health, it would qualify as legitimate work."

31. GEYSEN, RAYMOND. *Jurisprudence du travail (1956-1960) avec notes critiques*. Bruxelles, F. Larcier, 1961. Pp. 401.

Text in Flemish and French. A review of Belgian labour legislation.

32. KNOELLINGER, CARL ERIK. *Labor in Finland*. Cambridge, Harvard University Press, 1960. Pp. 300.

Examines the Finnish labour market, industrial relations and labour unions, employers' associations, collective bargaining, etc.

33. NEWCOMB, ROBERT. *The Management Consultant looks at the Labor Press*, by Robert Newcomb and Marg. Sammons. Urbana, Institute of Labor and Industrial Relations, University of Illinois, 1960. Pp. 8.

The two speakers are partners in Newcomb and Sammons, management and public relations consultants, Chicago. They make some suggestions about selling a communications program in a plant.

34. ONTARIO FARMER-LABOUR CONFERENCE. 3RD, PORT ELGIN, 1961. *Report*. Toronto, Ontario Federation of Labour [1962?]. Pp. 45.

Conference held June 17 and 18 1961, and sponsored by the Ontario Federation of Agriculture, Ontario Farmers' Union, and the Ontario Federation of Labour.

Management

35. BALDAMUS, W. *Efficiency and Effort; an Analysis of Industrial Administration*. London, Tavistock Publications 1961. Pp. 139.

Examines the human factor in labour efficiency

36. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Division Financial Executives*, by Carl G. Baumes. New York, 1961. Pp. [61].

"This report, which is based on the experiences of 123 divisionalized manufacturing companies... shows the prevailing assignments of responsibility between division and headquarters financial departments for 34 financial functions."

Older Workers

37. HERON, ALASTAIR. *Ageing and the Semi-Skilled: a Survey in Manufacturing Industry on Merseyside*, by Alastair Heron and Sheila M. Chown, assisted by M. S. Featherstone and Catherine M. Cunningham. London, HMSO, 1961. Pp. 59.

Deals with the status, performance well-being and prospects of male semi-skilled workers over 40 years of age. The authors feel that the employing firm should minimize the various stresses placed on the employee during a period of about 20 years before he retires.

38. HUNTER, WOODROW WILSON. *Older People tell Their Story; Report of a Survey of the Needs of Older People undertaken in Grand Rapids, Michigan, and Recommendations for Community Action developed by a local Forum on Aging*, by Woodrow W. Hunter and Helen Maurice. Ann Arbor, University of Michigan, Institute for Human Adjustment, Division of Gerontology, 1953. Pp. 99.

A survey was undertaken among older people in Grand Rapids to see what they felt to be their problems and how these problems could be overcome.

39. WERMEL, MICHAEL THEODORE. *Retirement Preparation Programs; a Study of Company Responsibilities*, by Michael T. Wermel and Geraldine M. Biedeman. Pasadena, Benefits and Insurance Research Centre, Industrial Relations Section, California Institute of Technology, 1961. Pp. 194.

Partial Contents: Concern about Adjustment to Retirement. Governmental Activities. The Role of Voluntary Organizations in the Community. The Place of Educational Institutions. The Work of Labour Organizations. The Role of the Company. A Survey of Company Retirement Preparation Programs. Prevalence of Retirement Preparation Programs. Retirement Adjustment Problems—Management's Responsibility? Ways of helping Employees plan for Retirement. Company Practices in Retirement Preparation. Retirement Preparation as an Employee Service.

Pensions

40. NATIONAL TRUST COMPANY, LIMITED. *A Study of Canadian Pension Plans*. 2d ed. Toronto, 1961. Pp. 177.

Reviews 157 plans in 66 industries. Provides information on funding medium, eligibility, retirement age, employee contribution, pension formula and benefits prior to normal retirement.

41. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *Welfare and Pension Plan Amendments of 1961; Report to accompany H.R. 8723*. Washington, GPO, 1961. Pp. 35.

The U.S. Congressional House Committee on Education and Labor considered a bill to amend the Welfare and Pension Plans Disclosure Act of 1958 with respect to the method of enforcement and to provide certain additional sanctions, etc.

Productivity

42. BRITISH PRODUCTIVITY COUNCIL. *Productivity, Men and Methods*. Papers given at the 1960 Production Exhibition, London. London [1961?]. 8 parts.

Contents: 1. Computers and production control. 2. Fitting the job to the worker. 3. Work study and industrial engineering. 4. Variety reduction. 5. Quality control. 6. Communications in industry. 7. Training of supervisors. 8. Organizing for cost reduction.

43. U.S. BUREAU OF LABOR STATISTICS. *Technological Change and Productivity in Bituminous Coal Industry 1920-60*. Washington, GPO, 1961. Pp. 136.

Large-scale mechanization has led to a substantial increase in productivity which in turn has provided the basis for higher wages and greater benefits for workers in the industry. At the same time, mechanization has brought about the displacement of thousands of mine workers, resulting in economic hardship for their families and communities.

Wages and Hours

44. ROBERTSON, DONALD J. *The Economics of Wages and the Distribution of Income*. London, Macmillan, 1961. Pp. 242.

Designed as a textbook for British readers. Examines wage payment systems, wage determination, differentials, wage policy in depression and inflation, etc.

45. U.S. BUREAU OF LABOR STATISTICS. *Escalator Clauses from Selected Collective Bargaining Agreements, May 1961*. Washington, 1961. Pp. 17.

Deals with "Cost of Living Allowance" clauses in nine different collective agreements.

46. U.S. BUREAU OF LABOR STATISTICS. *Wages and Related Benefits, 82 Labor Markets, 1960-61: Occupational Earnings; Supplementary Practices; Labor-Management Agreement Coverage*. Washington, GPO, 1962. Pp. 136.

Summarizes the information issued in 82 separate parts under the general heading: Occupational wage survey.

Youth—Employment

47. GREAT BRITAIN. NATIONAL YOUTH EMPLOYMENT COUNCIL. *Interim Report on the Employment and Training of Young People, April 1959-October 1961*. London, HMSO, 1961. Pp. [21].

48. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *Youth Employment Opportunities Act of 1961. Hearings before the General Subcommittee on Labor of the Committee on Education and Labor, House of Representatives, Eighty-seventh Congress, First Session, on H.R.7536, a Bill to authorize Pilot Training and Employment Programs for Youth including On-the-Job and Other Appropriate Training, Local Public Service Programs, and Conservation Programs...* Washington, GPO, 1961. Pp. 547.

Hearings held June 14-July 6, 1961.

49. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Youth Employment Act: Youth Conservation Corps. Hearings before the Subcommittee on Employment and Manpower of the Committee on Labor and Public Welfare, United States Senate, Eighty-seventh Congress, First Session on S.404 and S.2036, Bills relating to the Training and Employment of the Nation's Youth, and for Other Purposes.* . Washington, GPO, 1961. Pp. 415.

Hearings held June 12-23, 1961. The two bills under consideration were S.404, "a Bill to authorize the establishment of a Youth Conservation Corps to provide healthful outdoor training and employment for young men and to advance the conservation, development, and management of national resources of timber, soil, and range, and of recreational areas"; and S.2036, "a Bill to authorize pilot training and employment programs for youth including on-the-job and other appropriate training, local public service programs, and conservation programs."

Miscellaneous

50. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Engineering and Scientific Manpower Resources in Canada: Their Employment, Earnings, and Salary Rates, 1960-61*. Ottawa, Queen's Printer, 1961. Pp. 63.

51. CONFERENCE ON DATA SYSTEMS LANGUAGES. SHORT RANGE TASK FORCE. *COBOL; Report to Conference on Data Systems Languages, including Revised Specifications for a Common Business Oriented Language (COBOL) for programming Electronic Digital Computers*. Washington, Dept. of Defense, 1961. 1 volume (various pagings).

"The use of COBOL for programming 'business type data processing problems' on computers is expected to assist materially in effec-

tive and economical utilization of electronic digital computers by reducing the time and cost of programming efforts."

52. ESTALL, ROBERT CHARLES. *Industrial Activity and Economic Geography; a Study of the Forces behind the Geographical Location of Productive Activity in Manufacturing Industry*, by R. C. Estall and R. Ogilvie Buchanan. London, Hutchinson University Library, 1961. Pp. 232.

Examines the question of industrial location and uses three specific industries—iron and steel, automobile manufacture, and oil refining—as examples.

53. INTERNATIONAL LABOUR OFFICE. *Prohibition of the Sale, Hire and Use of Inadequately Guarded Machinery*. Sixth item on the agenda. Geneva, 1961-1962. 2 volumes.

At head of title: Report 6(1)-(2) International Labour Conference. 46th Session, Geneva, 1962.

Part 1 contains a review of law and practice in various countries and a questionnaire regarding the preparation of one or more international instruments on this subject. Part 2 contains replies from 77 countries and proposed conclusions based on the replies.

54. KUZNETS, SIMON SMITH. *Capital in the American Economy; its Formation and Financing*, by Simon Kuznets, assisted by Elizabeth Jenks. Princeton, Princeton University Press, 1961. Pp. 664.

"Summarizes major trends in real capital formation and financing, and the factors that determined the trends."

55. LONDON, ONT. UNIVERSITY OF WESTERN ONTARIO. FACULTY OF LAW. *Current Law and Social Problems*. Vol. 2. Editor:

R. St. J. Macdonald. Toronto, University of Toronto Press, 1961. Pp. 261.

Contains articles on criminal law, law and morals, current problems in international law, foreign investment in underdeveloped countries, etc.

56. MODIGLIANI, FRANCO. *The Role of Anticipations and Plans in Economic Behavior and Their Use in Economic Analysis and Forecasting*, by Franco Modigliani and Kalman J. Cohen. Urbana, University of Illinois, 1961, Pp. 166.

57. SMITH, OSCAR S. *Changing Industrial Relations Problems in Atomic Energy*. Urbana, Institute of Labor and Industrial Relations, University of Illinois, 1959. Pp. 15.

The author is director of the Office of Industrial Relations of the United States Atomic Energy Commission.

58. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Emergency Employment Acceleration Act. Hearings before the Subcommittee on Employment and Manpower of the Committee on Labor and Public Welfare, United States Senate, Eighty-seventh Congress, First Session on S.986, a Bill to assist in the Reduction of Unemployment through the Acceleration of Capital Expenditure Programs of State and Local Public Bodies*. Washington, GPO, 1961. Pp. 235.

Hearings held May 17-June 12, 1961.

59. WOODWARD, (SIR) LLEWELLYN. *British Foreign Policy in the Second World War*. London, HMSO, 1962. Pp. 592.

This is one of the books in the series of official histories of the Second World War published by the British Government.

Women's Bureau Issues Bulletin for Older Women Seeking Work

Helpful information for older women who are planning to go to work, either for the first time or after a period of absence from it, is contained in a new bulletin just published by the Women's Bureau of the Department of Labour, entitled *Job Training for the Mature Woman Entering or Re-entering the Labour Force*.

The bulletin, which may be obtained from the Women's Bureau, gives information on how a woman may set about pre-

paring herself for employment and on the various kinds of training that are available.

After giving some general information about training, the pamphlet goes on to describe the training possibilities for 18 particular occupations. There is a brief description of the duties of each occupation, the qualifications that are required, and the courses of training available.

Sources of further information on training are also given.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED MAY 19, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,590	601	1,830	2,394	1,168	597
Men.....	4,819	456	1,354	1,715	853	441
Women.....	1,771	145	476	679	315	156
14—19 years.....	598	68	193	178	116	43
20—24 years.....	844	85	273	275	146	65
25—44 years.....	2,980	248	841	1,109	507	275
45—64 years.....	1,941	175	477	744	350	195
65 years and over.....	227	25	46	88	49	19
Employed.....	6,254	534	1,716	2,313	1,132	559
Men.....	4,534	394	1,253	1,653	823	411
Women.....	1,720	140	463	660	309	148
Agriculture.....	681	52	134	160	310	25
Non-agriculture.....	5,573	482	1,582	2,153	822	534
Paid Workers.....	5,086	427	1,438	1,982	760	479
Men.....	3,543	301	1,007	1,383	507	345
Women.....	1,543	126	431	599	253	134
Unemployed.....	336	67	114	81	36	38
Men.....	285	62	101	62	30	30
Women.....	51	*	13	19	*	*
Persons not in the Labour Force.....	5,604	631	1,658	1,870	913	532
Men.....	1,244	158	367	387	201	131
Women.....	4,360	473	1,291	1,483	712	401

* Less than 10,000

**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED MAY 19, 1962,
CANADA**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over ⁽¹⁾	12, 194	1, 807	3, 579	940	3, 643	911	1, 314
Labour force.....	6, 590	598	3, 460	832	840	633	227
Employed.....	6, 254	536	3, 307	753	824	616	218
Unemployed.....	336	62	153	79	16	17	*
Not in labour force.....	5, 604	1, 209	119	103	2, 803	278	1, 087
Participation rate ⁽²⁾							
1962, May 19.....	54.0	33.1	96.7	88.5	23.1	69.5	17.3
April 21.....	53.3	31.8	96.1	85.1	22.8	69.9	16.9
Unemployment rate ⁽³⁾							
1962, May 19.....	5.1	10.4	4.4	9.5	1.9	2.7	*
April 21.....	7.5	12.6	7.1	14.2	2.5	3.0	5.9

⁽¹⁾ Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

⁽²⁾ The labour force as a percentage of the population 14 years of age and over.

⁽³⁾ The unemployed as a percentage of the labour force.

* Less than 10,000 unemployed.

TABLE A-3—UNEMPLOYED, WEEK ENDED MAY 19, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	May 1962	April 1962	May 1961
Total unemployed.....	336	485	457
On temporary layoff up to 30 days.....	12	28	18
Without work and seeking work.....	324	457	439
Seeking full-time work.....	307	440	416
Seeking part-time work.....	17	17	23
Seeking under 1 month.....	62	71	70
Seeking 1-3 months.....	93	145	120
Seeking 4-6 months.....	88	154	141
Seeking more than 6 months.....	81	87	108

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Total			Quarterly Totals ⁽¹⁾						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ⁽²⁾	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	Totals (3)
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,653	746	17,463
1960—Total....	551	5,188	1,806	326	1,245	344	2,638	5,019	790	18,119
1961—Total....	545	5,348	1,862	285	1,225	356	2,737	5,475	827	18,884
1961—										
March.....	44.5	426.4	144.4							1,482.3
April.....	43.2	430.9	148.1							1,508.8
May.....	45.6	441.8	153.8	62.4	302.5	88.8	678.6	1,375.1	205.6	1,563.9
June.....	46.3	457.5	165.5							1,629.4
July.....	46.2	451.2	166.9							1,615.3
August.....	46.2	459.3	162.2	75.4	373.8	91.9	690.3	1,375.3	210.2	1,629.9
September....	46.3	464.6	162.0							1,657.7
October.....	46.3	463.0	159.0							1,644.9
November....	46.2	458.8	158.1	85.1	311.5	89.9	712.2	1,413.5	211.9	1,625.1
December....	45.5	451.3	152.0							1,585.8
1962—										
January.....	45.8	450.7	151.2							1,565.7
February*....	45.2	455.9	152.1	68.2	254.9	89.7	687.4	1,422.1	211.9	1,575.7
March†.....	45.3	460.7	149.7							1,588.8

(1) Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

(2) Includes post office wages and salaries.

(3) Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at March 1962 employers in the principal non-agricultural industries reported a total employment of 2,745,520. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite			Manufacturing		
	Index Numbers (1949-100) ⁽¹⁾		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
			\$			\$
Averages						
1957.....	122.6	158.1	67.93	115.8	159.1	69.94
1958.....	117.9	163.9	70.43	109.8	165.3	72.87
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	181.8	78.11	108.9	183.6	80.73
1961						
March.....	111.1	180.7	77.64	104.9	182.8	80.36
April.....	112.6	181.8	78.12	105.4	184.1	80.95
May.....	117.2	181.6	78.00	108.4	183.6	80.72
June.....	121.3	182.8	78.55	111.2	184.6	81.17
July.....	122.5	182.1	78.24	110.9	182.7	80.34
August.....	123.9	182.2	78.27	113.1	182.9	80.42
September.....	123.3	183.3	78.75	112.8	184.6	81.15
October.....	122.9	183.9	79.02	112.1	186.0	81.79
November.....	121.6	183.5	78.82	110.9	186.2	81.87
December*.....	117.8	179.4	77.08	107.9	182.3	80.16
1962						
January.....	115.2	184.5	79.27	108.5	187.1	82.28
February.....	114.7	186.7	80.21	108.9	188.2	82.74
March†.....	115.2	186.9	80.29	109.7	189.2	83.17

⁽¹⁾ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

* Revised.

† Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES, MARCH, 1962

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Mar. 1962	Feb. 1962	Mar. 1961	Mar. 1962	Feb. 1962	Mar. 1961
Provinces				\$	\$	\$
Newfoundland.....	113.4	116.8	106.7	74.15	72.86	70.23
Prince Edward Island.....	112.0	106.2	108.9	59.53	60.74	58.98
Nova Scotia.....	87.9	88.6	84.4	65.94	65.16	62.26
New Brunswick.....	97.3	99.8	95.9	67.62	67.78	64.64
Quebec.....	114.6	115.2	110.0	77.87	77.68	75.16
Ontario.....	118.0	117.1	113.7	83.17	82.96	80.45
Manitoba.....	105.6	104.8	103.4	74.96	75.03	72.59
Saskatchewan.....	113.0	112.1	112.9	75.58	75.78	73.29
Alberta (including Northwest Territories).....	148.3	147.6	143.2	81.67	82.30	79.11
British Columbia (including Yukon).....	110.1	108.1	107.5	87.18	87.62	84.83
Canada.....	115.1	114.7	111.1	80.33	80.21	77.64
Urban areas						
St. John's.....	121.3	126.3	116.0	59.57	60.10	56.82
Sydney.....	64.6	71.6	68.8	78.27	76.03	68.98
Halifax.....	126.5	124.7	115.6	67.96	66.87	64.34
Moncton.....	101.4	100.9	97.9	62.15	61.77	60.56
Saint John.....	119.6	117.2	115.7	67.32	66.15	62.54
Chicoutimi—Jonquiere.....	100.3	99.8	104.2	95.93	96.86	95.19
Quebec.....	113.7	112.4	105.4	68.15	67.67	65.36
Sherbrooke.....	105.3	104.0	97.7	66.38	66.97	63.09
Shawinigan.....	100.1	99.3	101.4	87.79	86.99	84.82
Three Rivers.....	108.4	107.3	102.4	74.51	72.87	69.91
Drummondville.....	58.4	80.3	74.7	66.18	63.99	63.76
Montreal.....	124.2	122.8	118.9	79.24	79.23	76.49
Ottawa—Hull.....	128.0	126.2	119.0	74.71	74.85	71.58
Kingston.....	111.9	111.6	115.2	77.92	76.58	76.75
Peterborough.....	92.8	91.5	87.3	89.58	88.99	84.73
Oshawa.....	181.4	179.8	168.9	96.66	101.30	89.21
Toronto.....	133.0	131.8	126.9	83.72	83.14	81.23
Hamilton.....	109.0	108.3	104.4	89.56	89.05	85.96
St. Catharines.....	109.1	107.5	105.7	93.20	91.52	87.72
Niagara Falls.....	92.2	90.5	90.0	84.06	84.56	83.03
Brantford.....	78.8	77.6	80.9	75.62	74.49	74.40
Guelph.....	118.4	117.7	115.1	73.94	74.20	71.24
Galt.....	109.0	108.6	105.9	72.66	72.19	69.88
Kitchener.....	124.7	122.6	114.9	75.44	74.21	72.68
Sudbury.....	142.2	142.2	146.6	92.02	92.23	91.28
Timmins.....	87.4	87.1	91.3	73.64	73.19	71.02
London.....	131.0	130.8	122.9	76.25	75.42	73.87
Sarnia.....	126.4	124.5	121.1	103.46	103.93	102.87
Windsor.....	64.1	64.0	72.6	89.19	88.03	87.32
Sault Ste. Marie.....	139.3	135.8	128.8	101.13	99.61	97.93
Pt. William—Pt. Arthur.....	93.9	95.6	95.1	80.56	79.34	77.37
Winnipeg.....	106.1	105.4	105.7	71.92	71.55	69.77
Regina.....	128.4	127.6	125.8	75.95	75.55	72.32
Saskatoon.....	129.4	127.3	129.9	70.22	70.55	69.80
Edmonton.....	189.1	187.6	174.8	75.95	76.24	73.31
Calgary.....	171.6	169.6	166.1	79.75	79.91	75.20
Vancouver.....	110.0	107.9	108.0	85.23	85.71	83.56
Victoria.....	112.4	109.4	107.5	79.08	80.03	76.91

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES, MARCH, 1962

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls"

Industry	Employment			Average Weekly Wages and Salaries, in Dollars		
	Mar. 1962	Feb. 1962	Mar. 1961	Mar. 1962	Feb. 1962	Mar. 1961
				\$	¥	\$
Mining	113.7	113.7	113.0	98.87	98.65	95.88
Metal mining.....	129.1	127.3	130.3	98.97	98.91	98.47
Gold.....	68.2	68.3	70.2	81.58	81.23	79.44
Other metal.....	185.6	182.0	186.3	104.91	105.08	105.15
Fuels.....	83.9	88.4	82.7	103.95	103.23	94.22
Coal.....	34.1	39.6	34.8	75.75	72.58	62.33
Oil and natural gas.....	297.2	297.5	289.0	117.83	120.70	110.73
Non-metal.....	131.1	126.4	123.5	88.98	88.18	86.75
Manufacturing	109.6	108.9	104.9	83.21	82.74	80.36
Durable goods.....	113.2	112.0	107.0	89.63	89.23	86.18
Non-durable goods.....	106.5	106.3	103.2	77.49	77.01	75.30
Food and beverages.....	105.1	103.9	102.7	74.02	73.45	72.99
Meat products.....	127.7	127.9	127.6	82.69	81.13	83.39
Canned and preserved fruits and vegetables.....	77.7	77.6	70.5	68.48	69.75	67.31
Grain mill products.....	98.3	97.3	98.6	79.56	79.22	77.43
Bread and other bakery products.....	109.0	107.9	108.2	67.77	67.71	67.03
Distilled and malt liquors.....	92.4	91.5	94.7	100.65	99.68	98.30
Tobacco and tobacco products.....	109.1	114.1	90.3	73.30	72.20	74.47
Rubber products.....	101.5	100.8	94.0	85.81	85.82	81.39
Leather products.....	90.2	90.9	87.6	56.47	56.75	53.90
Boots and shoes (except rubber).....	97.7	98.7	95.3	54.29	54.59	51.39
Textile products (except clothing).....	77.9	80.6	76.4	66.47	65.75	64.14
Cotton yarn and broad woven goods.....	75.1	74.9	69.6	63.79	63.48	60.58
Woolen goods.....	58.7	59.6	59.1	62.43	61.19	60.46
Synthetic textiles and silk.....	78.5	89.3	81.8	72.89	71.03	71.35
Clothing (textile and fur).....	93.6	93.0	91.0	52.72	52.30	50.42
Men's clothing.....	95.4	94.8	91.5	51.48	51.09	50.24
Women's clothing.....	103.9	103.7	102.7	54.29	54.53	51.88
Knit goods.....	73.6	73.4	70.7	51.57	51.56	48.88
Wood products.....	102.7	101.8	96.2	71.69	71.22	69.37
Saw and planing mills.....	103.9	103.1	97.0	74.18	73.56	72.18
Furniture.....	111.4	110.9	104.8	68.66	68.45	65.60
Other wood products.....	79.2	77.8	75.7	63.79	63.51	62.06
Paper products.....	121.0	120.7	118.6	96.78	96.52	94.17
Pulp and paper mills.....	120.3	120.3	119.4	104.46	104.43	102.05
Other paper products.....	122.5	121.6	116.7	79.04	78.09	75.27
Printing, publishing and allied industries.....	126.2	125.1	123.5	90.63	89.54	86.99
Iron and steel products.....	104.8	103.4	100.8	94.47	93.74	90.90
Agricultural implements.....	63.8	62.1	69.2	96.69	97.80	92.94
Fabricated and structural steel.....	146.9	147.3	145.7	95.50	94.06	90.60
Hardware and tools.....	104.5	102.9	97.3	83.47	82.54	80.65
Heating and cooking appliances.....	98.0	97.6	88.6	80.86	80.20	78.87
Iron castings.....	92.1	90.3	90.1	91.22	90.35	84.40
Machinery, industrial.....	121.5	119.8	111.5	91.05	89.80	88.02
Primary iron and steel.....	118.7	114.3	112.4	107.87	107.90	105.07
Sheet metal products.....	105.9	104.0	100.2	92.54	90.79	89.00
Wire and wire products.....	110.1	109.7	106.7	93.63	93.31	90.76
Transportation equipment.....	110.2	108.7	104.8	95.80	95.68	90.12
Aircraft and parts.....	262.8	265.5	259.8	96.62	97.32	96.44
Motor vehicles.....	101.0	99.6	103.7	111.82	112.98	99.44
Motor vehicle parts and accessories.....	110.6	108.7	101.7	95.63	92.99	88.76
Railroad and rolling stock equipment.....	56.1	55.3	53.7	84.36	84.95	79.47
Shipbuilding and repairing.....	146.1	139.7	120.4	87.20	86.04	79.76
Non-ferrous metal products.....	122.7	122.5	122.6	93.72	93.37	91.87
Aluminum products.....	135.2	132.0	134.0	91.91	91.09	89.69
Brass and copper products.....	103.8	102.8	99.4	90.22	89.03	85.31
Smelting and refining.....	136.8	137.4	142.7	101.81	102.03	99.78
Electrical apparatus and supplies.....	143.0	142.1	126.8	89.71	89.57	86.95
Heavy electrical machinery.....	103.4	102.5	95.9	96.84	96.34	93.99
Telecommunication equipment.....	259.4	257.9	208.9	87.74	87.70	87.56
Non-metallic mineral products.....	137.3	134.5	124.9	87.21	87.07	83.14
Clay products.....	82.5	79.6	75.3	79.10	77.87	76.97
Glass and glass products.....	156.6	161.5	145.9	84.97	84.18	80.83
Products of petroleum and coal.....	137.2	137.6	134.4	119.45	119.54	117.24
Petroleum refining and products.....	140.3	141.2	137.4	120.29	120.17	117.89
Chemical products.....	131.9	131.8	129.7	97.50	97.48	94.14
Medicinal and pharmaceutical preparations.....	122.5	122.6	117.2	85.75	85.33	83.39
Acids, alkalis and salts.....	154.3	153.8	151.7	109.00	108.39	105.50
Other chemical products.....	129.3	129.2	128.0	97.18	97.41	93.57
Miscellaneous manufacturing industries.....	141.6	139.1	129.9	73.71	73.26	72.40
Construction	102.7	100.1	98.0	87.08	85.93	82.03
Building and general engineering.....	103.7	100.0	97.4	94.01	91.49	88.87
Highways, bridges and streets.....	101.0	100.5	99.0	75.15	76.66	70.85
Electric and motor transportation.....	136.2	135.9	130.3	84.91	84.63	82.14
Service	149.3	147.7	138.9	57.05	57.18	55.04
Hotels and restaurants.....	126.6	126.1	121.8	43.16	43.73	42.10
Laundries and dry cleaning plants.....	125.5	123.5	114.3	49.84	48.99	47.92
Industrial composite	115.1	114.7	111.1	80.33	80.21	77.64

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners)

SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	March 1962	February 1962	March 1961	March 1962	February 1962	March 1961
Newfoundland.....	42.3	39.5	40.0	1.74	1.75	1.72
Nova Scotia.....	40.6	39.1	40.7	1.64	1.65	1.60
New Brunswick.....	41.6	41.6	40.5	1.89	1.68	1.61
Quebec.....	42.0	41.9	41.6	1.68	1.67	1.59
Ontario.....	40.9	40.6	40.3	1.97	1.96	1.87
Manitoba.....	39.7	39.6	39.8	1.75	1.75	1.66
Saskatchewan.....	39.0	38.4	39.4	2.01	2.00	1.99
Alberta ⁽¹⁾	39.2	39.7	39.3	1.97	1.98	1.95
British Columbia ⁽²⁾	38.1	38.1	38.1	2.27	2.26	2.23

⁽¹⁾ Includes Northwest Territories.

⁽²⁾ Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

**TABLE C-6.—EARNINGS AND HOURS OF HOURLY-RATED
WAGE EARNERS IN MANUFACTURING**

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
	No.	\$	\$	No.	
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Last Pay Period in:					
1961 March.....	40.3	1.83	73.64	176.4	136.7
April.....	40.6	1.84	74.56	178.6	138.5
May.....	40.5	1.84	74.44	178.3	138.3
June.....	41.0	1.83	75.02	179.7	139.3
July.....	40.6	1.82	73.95	177.2	137.3
August.....	40.9	1.82	74.26	177.9	137.8
September.....	41.3	1.81	75.00	179.7	139.1
October.....	41.2	1.84	75.69	181.3	139.8
November.....	46.2	1.84	75.64	181.2	139.6
December.....	38.8	1.88	72.85	174.5	134.6
1962 January.....	40.6	1.86	75.47	180.8	139.3
February*.....	40.8	1.86	75.99	182.1	140.4
March†.....	41.0	1.87	75.96	182.0	139.7

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

* Revised.

† Latest figures subject to revision.

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1962	Feb. 1962	Mar. 1961	Mar. 1962	Feb. 1962	Mar. 1961	Mar. 1962	Feb. 1962	Mar. 1961
Mining	42.0	41.9	41.6	2.17	2.17	2.14	91.12	90.82	89.18
Metal mining.....	41.9	42.1	42.6	2.22	2.22	2.20	93.18	93.50	93.76
Gold.....	43.0	42.9	43.8	1.76	1.76	1.69	75.84	75.56	74.15
Other metal.....	41.5	41.8	42.1	2.40	2.39	2.41	99.53	100.20	101.45
Fuels.....	42.1	41.5	38.2	2.11	2.10	2.03	88.63	87.19	77.56
Coal.....	40.8	38.8	34.3	1.82	1.82	1.73	74.42	70.58	59.28
Oil and natural gas.....	43.4	44.6	42.3	2.38	2.40	2.29	103.35	106.94	96.65
Non-metal.....	42.2	41.5	41.6	2.01	2.01	1.99	84.70	83.47	82.65
Manufacturing	41.4	40.8	40.3	1.87	1.86	1.83	76.67	75.99	73.61
Durable goods.....	41.4	41.1	40.4	2.03	2.03	1.99	83.95	83.50	80.16
Non-durable goods.....	40.6	40.4	40.6	1.72	1.71	1.68	69.81	69.21	67.70
Food and beverages.....	40.4	39.8	40.6	1.67	1.67	1.65	67.30	66.39	67.12
Meat products.....	40.2	39.1	41.5	1.93	1.92	1.89	77.44	74.68	78.66
Canned and preserved fruits and vegetables.....	38.6	39.9	38.6	1.47	1.47	1.46	56.85	58.69	56.37
Grain mill products.....	41.6	41.4	41.9	1.81	1.81	1.74	75.12	74.92	72.94
Bread and other bakery products.....	41.0	40.9	42.2	1.50	1.51	1.48	61.64	61.55	62.26
Distilled liquors.....	39.8	39.1	39.7	2.15	2.12	2.09	85.33	83.13	82.79
Malt liquors.....	39.3	39.0	39.3	2.36	2.37	2.35	92.86	92.38	92.81
Tobacco and tobacco products.....	40.0	40.3	38.4	1.69	1.67	1.78	67.61	67.15	68.48
Rubber products.....	41.8	41.7	40.5	1.91	1.93	1.85	80.00	80.30	74.96
Leather products.....	41.2	41.7	40.1	1.26	1.26	1.23	51.87	52.57	49.28
Boots and shoes (except rubber).....	41.1	41.8	40.0	1.21	1.21	1.18	49.88	50.56	47.14
Other leather products.....	41.2	41.6	40.5	1.37	1.38	1.34	56.55	57.35	54.28
Textile products (except clothing).....	42.6	42.3	41.9	1.41	1.40	1.37	60.01	59.31	57.44
Cotton yarn and broad woven goods.....	41.3	41.5	40.2	1.45	1.43	1.40	59.95	59.50	56.23
Woolen goods.....	43.3	43.1	43.0	1.32	1.30	1.28	57.11	56.18	54.92
Synthetic textiles and silk.....	43.8	43.3	43.9	1.48	1.47	1.45	64.80	63.73	63.91
Clothing (textile and fur).....	39.4	39.0	38.4	1.22	1.21	1.18	47.95	47.51	45.37
Men's clothing.....	39.3	39.0	38.6	1.21	1.21	1.19	47.39	46.96	45.81
Women's clothing.....	38.0	37.8	37.1	1.30	1.30	1.26	49.18	49.11	46.61
Knit goods.....	41.0	40.9	39.9	1.14	1.14	1.09	46.70	46.52	43.67
*Wood products.....	41.4	41.3	40.7	1.64	1.63	1.62	67.94	67.22	65.88
Saw and planing mills.....	40.9	40.6	40.5	1.75	1.74	1.73	71.60	70.53	70.03
Furniture.....	42.1	42.4	41.0	1.50	1.49	1.46	63.05	63.11	59.95
Other wood products.....	42.7	42.5	41.9	1.36	1.36	1.35	58.30	57.76	56.45
Paper products.....	41.0	40.9	40.7	2.21	2.21	2.15	90.71	90.26	87.53
Pulp and paper mills.....	41.0	41.0	40.8	2.29	2.39	2.32	97.92	97.87	94.85
Other paper products.....	41.2	40.7	40.5	1.75	1.74	1.67	71.99	70.68	67.85
Printing, publishing and allied industries	39.2	38.9	39.0	2.30	2.28	2.21	89.62	88.46	87.53
*Iron and steel products.....	41.3	40.9	40.4	2.17	2.16	2.12	91.82	90.19	86.08
Agricultural implements.....	41.0	40.3	39.8	2.24	2.23	2.16	91.82	90.19	86.08
Fabricated and structural steel.....	40.5	40.0	40.9	2.13	2.13	2.07	86.49	85.08	84.65
Hardware and tools.....	42.5	42.0	41.8	1.81	1.81	1.77	76.78	75.97	73.83
Heating and cooking appliances.....	40.9	40.7	40.1	1.84	1.82	1.80	75.21	74.46	72.22
Iron castings.....	42.7	42.2	39.8	2.06	2.05	2.00	87.74	86.57	79.70
Machinery, industrial.....	42.0	41.5	41.0	2.03	2.01	1.98	85.11	83.29	81.37
Primary iron and steel.....	40.1	40.1	39.7	2.57	2.57	2.53	103.15	102.99	100.55
Sheet metal products.....	41.5	40.7	40.5	2.11	2.10	2.09	87.59	85.66	84.47
Wire and wire products.....	41.7	41.1	41.1	2.10	2.12	2.06	87.67	87.05	84.68
*Transportation equipment.....	41.5	41.4	40.0	2.19	2.19	2.10	90.79	90.75	83.83
Aircraft and parts.....	41.5	41.8	42.5	2.13	2.15	2.11	88.51	89.75	89.63
Motor vehicles.....	43.8	44.5	39.8	2.44	2.46	2.30	106.78	109.26	91.53
Motor vehicle parts and accessories.....	42.0	41.0	39.7	2.17	2.14	2.08	91.17	87.82	82.54
Railroad and rolling stock equipment.....	39.4	39.4	39.3	2.09	2.10	1.95	82.22	82.83	78.79
Shipbuilding and repairing.....	40.3	39.7	37.9	2.13	2.12	2.03	85.74	84.29	77.12
*Non-ferrous metal products.....	40.6	40.5	40.5	2.14	2.14	2.12	87.16	86.61	86.06
Aluminum products.....	41.9	41.1	41.5	1.91	1.89	1.92	80.10	77.95	79.62
Brass and copper products.....	42.0	41.0	40.3	2.05	2.03	1.98	86.34	83.39	79.55
Smelting and refining.....	39.9	40.1	40.3	2.38	2.38	2.34	94.96	95.43	94.38
*Electrical apparatus and supplies.....	41.2	41.0	40.1	1.91	1.91	1.87	78.76	78.31	75.08
Heavy electrical machinery and equipment.....	40.9	40.5	40.3	2.12	2.11	2.06	86.81	85.51	83.19
Telecommunication equipment.....	41.4	41.2	39.9	1.77	1.77	1.76	73.08	72.90	70.13
Batteries.....	40.8	40.9	40.9	1.84	1.84	1.76	74.93	75.27	72.17
Refrigerators, vacuum cleaners and appliances.....	40.0	40.0	39.2	1.94	1.94	1.91	77.52	77.51	74.74
Wire and cable.....	41.9	42.0	40.5	2.11	2.12	2.04	88.50	89.08	82.79
Miscellaneous electrical products.....	41.5	41.3	40.3	1.82	1.82	1.76	75.68	75.12	70.96
*Non-metallic mineral products.....	42.6	41.9	41.3	1.90	1.92	1.87	80.94	80.42	77.20
Clay products.....	41.9	41.0	41.5	1.73	1.73	1.68	72.52	70.83	69.83
Glass and glass products.....	41.4	41.1	40.7	1.88	1.91	1.87	77.08	78.27	70.16
Products of petroleum and coal.....	40.5	40.7	40.8	2.64	2.65	2.55	106.84	107.79	104.71
Chemical products.....	39.9	39.4	40.2	2.08	2.08	2.03	84.82	84.75	82.77
Medicinal and pharmaceutical preparations.....	40.8	40.5	40.8	2.39	2.38	2.33	97.19	96.59	95.15
Acids, alkalis and salts.....	41.8	41.6	41.6	1.54	1.53	1.50	64.28	63.78	62.55
Miscellaneous manufacturing industries.....	40.4	40.4	38.6	2.10	2.06	2.04	84.74	83.23	78.73
Building and general engineering.....	40.5	39.2	38.6	2.26	2.25	2.21	91.63	88.45	85.30
Highways, bridges and streets.....	40.2	42.6	38.6	1.76	1.72	1.72	70.84	73.30	66.53
Electric and motor transportation	43.7	43.6	43.0	1.95	1.94	1.89	84.93	84.75	81.33
Service	38.4	38.3	38.9	1.09	1.10	1.06	41.78	42.01	41.41
Hotels and restaurants.....	38.3	38.5	38.7	1.05	1.06	1.04	40.33	40.98	40.12
Laundries and dry cleaning plants.....	40.2	39.3	40.6	1.05	1.04	1.03	42.12	41.03	41.77

* Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S. See also Technical Note, page 385, March issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
May, 1957.....	28,041	19,163	47,204	226,022	80,973	306,995
May, 1958.....	15,172	14,677	29,849	444,584	156,584	601,168
May, 1959.....	19,758	18,044	37,802	342,605	140,615	483,220
May, 1960.....	21,772	17,210	38,982	389,576	152,848	542,424
May, 1961.....	17,078	17,208	34,286	418,218	151,611	569,829
June, 1961.....	15,103	16,445	31,548	268,284	125,447	393,731
July, 1961.....	15,880	14,732	30,612	246,016	117,993	364,009
August, 1961.....	14,963	17,850	32,813	216,245	104,695	320,940
September, 1961.....	14,645	17,066	31,711	216,358	101,260	317,618
October, 1961.....	12,936	14,979	27,915	249,228	107,697	356,925
November, 1961.....	17,462	15,940	33,402	329,306	124,966	454,272
December, 1961.....	11,402	10,866	22,268	478,470	136,566	615,036
January, 1962.....	11,428	12,069	23,497	570,061	161,094	731,155
February, 1962.....	12,308	13,073	25,381	555,555	161,992	747,547
March, 1962.....	15,184	15,359	30,543	579,641	158,342	737,983
April, 1962 ⁽¹⁾	R25,557	18,868	R44,425	496,099	146,551	642,650
May, 1962 ⁽¹⁾	R22,026	R20,999	R43,025	329,391	126,461	445,852

⁽¹⁾Latest figures subject to revision.

*Current Vacancies only. Deferred Vacancies are excluded.

R-Revised.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1958-1961, AND DURING MONTH, APRIL 1961-APRIL 1962

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1958—Year.....	2,790,412	1,012,974	620,394	374,245	548,663	291,466
1959—Year.....	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960—Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1961—April.....	215,093	77,950	58,172	32,159	49,354	23,000
May.....	229,959	88,523	89,371	41,316	81,694	30,861
June.....	230,718	100,318	81,236	47,267	73,620	37,793
July.....	231,069	98,915	74,950	44,374	66,017	37,286
August.....	232,512	100,946	86,849	57,620	76,895	45,527
September.....	234,100	92,605	84,048	46,469	80,430	38,934
October.....	262,415	94,783	78,281	39,501	70,797	31,679
November.....	328,443	108,175	83,750	38,498	70,353	28,162
December.....	361,979	91,992	62,933	36,436	61,219	35,284
1962—January.....	343,460	109,466	57,373	35,946	49,068	26,878
February.....	244,177	75,220	55,595	30,459	48,546	22,688
March.....	250,908	81,790	60,933	37,064	50,161	27,365
April.....	226,940	79,051	82,893	40,026	65,841	29,194

**TABLE D-3—PLACEMENTS EFFECTED BY INDUSTRY AND BY SEX
DURING APRIL 1962.**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from April 1961
Agriculture, Fishing, Trapping	2,636	322	2,958	+ 100
Forestry	1,561	28	1,589	+ 789
Mining, Quarrying and Oil Wells	1,237	55	1,292	+ 406
Metal Mining.....	789	15	804	+ 352
Fuels.....	257	22	279	+ 152
Non-Metal Mining.....	47	2	49	+ 42
Quarrying, Clay and Sand Pits.....	101	0	101	— 72
Prospecting.....	43	16	59	+ 16
Manufacturing	14,167	7,304	21,471	+ 5,122
Foods and Beverages.....	1,358	1,288	2,646	+ 1,148
Tobacco and Tobacco Products.....	18	36	54	+ 29
Rubber Products.....	139	64	203	+ 118
Leather Products.....	244	332	576	+ 173
Textile Products (except clothing).....	455	397	852	+ 209
Clothing (textile and fur).....	491	1,834	2,325	+ 383
Wood Products.....	1,730	265	1,995	— 73
Paper Products.....	949	224	1,173	+ 127
Printing, Publishing and Allied Industries.....	580	591	1,171	+ 402
Iron and Steel Products.....	2,718	442	3,160	+ 635
Transportation Equipment.....	2,522	250	2,772	+ 1,070
Non-Ferrous Metal Products.....	572	206	778	+ 246
Electrical Apparatus and Supplies.....	513	482	995	+ 225
Non-Metallic Mineral Products.....	595	100	695	+ 35
Products of Petroleum and Coal.....	107	15	122	+ 25
Chemical Products.....	668	279	947	+ 322
Miscellaneous Manufacturing Industries.....	598	499	1,097	+ 302
Construction	12,927	173	13,100	+ 3,441
General Contractors.....	9,104	104	9,208	+ 2,285
Special Trade Contractors.....	3,823	69	3,892	+ 1,156
Transportation, Storage and Communication	6,860	358	7,218	+ 1,816
Transportation.....	5,485	201	5,686	+ 1,164
Storage.....	1,234	30	1,264	+ 601
Communication.....	141	127	268	+ 51
Public Utility Operation	414	53	467	+ 85
Trade	8,345	5,430	13,775	+ 3,871
Wholesale.....	3,191	1,154	4,345	+ 692
Retail.....	5,154	4,276	9,430	+ 3,179
Finance, Insurance and Real Estate	469	938	1,407	+ 203
Service	17,225	14,533	31,758	+ 6,848
Community or Public Service.....	739	1,368	2,107	+ 304
Government Service.....	9,463	778	10,241	+ 2,054
Recreation Service.....	616	229	845	+ 229
Business Service.....	1,464	737	2,201	+ 754
Personal Service.....	4,943	11,421	16,364	+ 3,507
GRAND TOTAL	65,841	29,194	95,035	+22,681

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX
AS AT APRIL 30, 1962(1)**

(Source: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers.....	8,575	1,998	10,573
Clerical Workers.....	19,844	48,898	68,542
Sales Workers.....	8,862	19,060	27,922
Personal and Domestic Service Workers.....	43,695	28,750	72,445
Seamen.....	2,858	55	2,913
Agriculture, Fishing, Forestry (Ex. log.).....	6,061	693	6,754
Skilled and Semi-Skilled Workers.....	240,935	19,468	260,403
Food and kindred products (incl. tobacco).....	1,938	762	2,700
Textiles, clothing, etc.....	2,869	11,195	14,064
Lumber and lumber products.....	44,940	124	45,064
Pulp, paper (incl. printing).....	1,287	507	1,794
Leather and leather products.....	1,235	1,225	2,460
Stone, clay and glass products.....	728	33	761
Metalworking.....	15,891	952	16,843
Electrical.....	3,377	1,040	4,417
Transportation equipment.....	609	46	655
Mining.....	3,225	.....	3,225
Construction.....	63,337	12	63,349
Transportation (except seamen).....	51,123	138	51,261
Communications and public utility.....	1,400	3	1,403
Trade and service.....	6,134	2,031	8,165
Other skilled and semi-skilled.....	29,481	1,059	30,540
Foremen.....	5,746	332	6,078
Apprentices.....	7,615	9	7,624
Unskilled Workers.....	165,469	27,629	193,098
Food and tobacco.....	6,749	9,247	15,996
Lumber and lumber products.....	22,896	373	23,269
Metalworking.....	6,171	583	6,754
Construction.....	87,945	.....	87,945
Other unskilled workers.....	41,708	17,426	59,134
GRAND TOTAL.....	496,099	146,551	642,650

①Preliminary—subject to revision.

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,
AT APRIL 30, 1962**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	(1) April 30, 1962	Previous Year April 28, 1961	Office	(1) April 30, 1962	Previous Year April 28, 1961
Newfoundland	26,718	28,287	Quebec—Concluded		
Corner Brook.....	5,873	6,166	Sherbrooke.....	5,644	5,811
Grand Falls.....	3,166	3,360	Sorel.....	1,979	2,390
St. John's.....	17,679	18,761	Thetford Mines.....	1,717	2,330
Prince Edward Island	4,741	5,195	Trois-Rivières.....	5,447	6,437
Charlottetown.....	2,930	3,125	Val d'Or.....	3,426	3,594
Summerside.....	1,811	2,070	Valleyfield.....	2,634	2,926
Nova Scotia	32,891	37,617	Victoriaville.....	2,122	2,768
Amherst.....	1,295	1,378	Ville St. Georges.....	5,085	4,716
Bridgewater.....	1,768	2,225	Ontario	183,621	236,781
Halifax.....	5,890	7,030	Amnrior.....	437	464
Inverness.....	1,327	1,291	Barrie.....	1,435	1,651
Kentville.....	3,125	3,940	Belleville.....	1,909	2,566
Liverpool.....	722	896	Bracebridge.....	1,502	1,800
New Glasgow.....	3,755	4,726	Brampton.....	1,999	1,806
Springhill.....	1,149	1,468	Brantford.....	2,646	3,114
Sydney.....	7,067	7,002	Brockville.....	787	851
Sydney Mines.....	1,892	2,162	Carleton Place.....	303	456
Truro.....	2,250	2,647	Chatham.....	2,118	3,008
Yarmouth.....	2,651	2,851	Cobourg.....	938	1,114
New Brunswick	33,047	39,795	Collingwood.....	962	1,052
Bathurst.....	4,932	5,669	Cornwall.....	3,276	4,040
Campbellton.....	3,048	3,555	Elliot Lake.....	700	569
Edmundston.....	2,906	3,557	Fort Erie.....	502	666
Fredericton.....	2,561	3,241	Fort Frances.....	993	1,645
Minto.....	709	707	Fort William.....	3,610	3,303
Moncton (2).....	7,562	8,532	Galt.....	1,065	2,198
Newcastle.....	3,109	3,977	Gananoque.....	374	386
Saint John.....	4,036	4,695	Goderich.....	649	669
St. Stephen.....	1,568	2,236	Guelph.....	1,620	2,563
Sussex.....	769	973	Hamilton.....	12,851	18,414
Woodstock.....	2,147	2,653	Hawkesbury.....	980	1,082
Quebec	206,296	246,018	Kapuskaing.....	2,295	2,087
Alma.....	3,526	3,142	Kenora.....	1,484	1,271
Asbestos.....	808	929	Kingston.....	2,360	2,393
Baie Comeau.....	1,260	1,420	Kirkland Lake.....	1,993	2,355
Beauharnois.....	1,228	1,666	Kitchener.....	2,580	4,145
Buckingham.....	1,565	1,861	Leamington.....	875	1,699
Causapscal.....	3,499	3,560	Lindsay.....	721	877
Chandler.....	2,381	2,233	Listowel.....	416	530
Chicoutimi.....	3,250	3,420	London.....	4,711	5,817
Cowansville.....	489	583	Long Branch.....	3,594	4,608
Dolbeau.....	2,779	3,196	Midland.....	1,022	1,129
Drummondville.....	2,584	2,583	Napance.....	740	748
Farnham.....	818	961	Newmarket.....	1,366	1,931
Forestville.....	1,693	1,756	Niagara Falls.....	2,162	3,262
Gaspé.....	2,013	2,425	North Bay.....	2,209	3,055
Granby.....	2,409	2,670	Oakville.....	642	1,075
Hull.....	4,324	4,900	Orillia.....	1,047	1,447
Joliette.....	4,462	5,140	Oshawa.....	3,879	5,176
Jonquière.....	3,346	3,487	Ottawa.....	6,839	8,132
Lachute.....	1,049	1,020	Owen Sound.....	1,507	2,022
La Malbaie.....	2,770	2,963	Parry Sound.....	714	689
La Tuque.....	1,227	1,599	Peimbroke.....	2,453	2,644
Lévis.....	3,970	5,127	Perth.....	719	743
Louiseville.....	1,385	1,620	Peterborough.....	3,469	4,855
Magog.....	734	715	Picton.....	336	410
Maniwaki.....	1,742	2,116	Port Arthur.....	5,912	8,070
Matane.....	4,330	4,621	Port Colborne.....	940	357
Mégantic.....	1,689	1,959	Prescott.....	875	1,040
Mont-Laurier.....	1,686	1,915	Renfrew.....	647	671
Montmagny.....	2,626	3,159	St. Catharines.....	4,138	5,073
Montréal.....	56,183	76,108	St. Thomas.....	1,058	1,544
New Richmond.....	2,704	2,649	Sarnia.....	2,289	3,060
Port Alfred.....	1,556	1,521	Sault Ste. Marie.....	2,732	3,994
Québec.....	13,538	16,310	Simcoe.....	1,101	1,929
Kimouski.....	5,902	5,980	Sioux Lookout.....	397	497
Rivière du Loup.....	6,932	7,845	Smiths Falls.....	506	666
Roberval.....	2,643	2,580	Stratford.....	901	1,116
Royn.....	5,021	5,395	Sturgeon Falls.....	1,066	1,147
Ste. Agathe des Monts.....	1,472	1,970	Sudbury.....	4,396	6,183
Ste. Anne de Bellevue.....	1,004	1,381	Tillsonburg.....	450	900
Ste. Thérèse.....	2,066	2,698	Timmins.....	3,372	3,705
St. Hyacinthe.....	1,837	2,881	Toronto.....	43,768	58,567
St. Jean.....	2,210	2,543	Trenton.....	843	994
St. Jérôme.....	1,652	2,400	Walkerton.....	723	1,044
Sept-Îles.....	2,564	3,727	Wallaceburg.....	589	1,108
Shawinigan.....	5,316	6,273	Welland.....	2,147	2,565
			Weston.....	3,453	4,707
			Windsor.....	9,318	10,998
			Woodstock.....	1,064	1,688

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,
AT APRIL 30, 1962**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	(1) April 30, 1962	Previous Year April 28, 1961	Office	(1) April 30, 1962	Previous Year April 28, 1961
Manitoba.....	32,053	32,500	British Columbia.....	63,141	76,946
Brandon.....	2,762	2,913	Chilliwack.....	1,585	1,834
Dauphin.....	2,153	2,078	Courtenay.....	752	1,086
FlinFlon.....	235	277	Cranbrook.....	1,497	1,531
Portage la Prairie.....	1,462	1,428	Dawson Creek.....	1,813	1,747
The Pas.....	551	496	Duncan.....	590	708
Winnipeg.....	24,890	25,308	Kamloops.....	1,766	1,490
Saskatchewan.....	22,416	22,796	Kelowna.....	1,336	1,510
Estevan.....	481	537	Kitimat.....	139	234
Lloydminster.....	627	681	Mission City.....	967	1,194
Moose Jaw.....	1,645	1,712	Nanaimo.....	804	1,224
North Battleford.....	1,542	1,541	Nelson.....	1,182	1,220
Prince Albert.....	3,113	2,860	New Westminster.....	9,007	10,204
Regina.....	5,195	5,325	Penticton.....	1,397	1,881
Saskatoon.....	4,992	5,400	Port Alberni.....	675	790
Swift Current.....	920	823	Prince George.....	3,228	3,896
Weyburn.....	542	592	Prince Rupert.....	1,851	2,051
Yorkton.....	3,359	3,325	Princeton.....	673	650
Alberta.....	37,726	41,853	Quesnel.....	2,054	2,061
Blairmore.....	917	841	Trail.....	899	1,206
Calgary.....	9,636	11,816	Vancouver.....	24,734	32,420
Drumheller.....	707	788	Vernon.....	2,050	2,286
Edmonton.....	18,517	19,699	Victoria.....	3,560	4,842
Edson.....	889	828	Whitehorse.....	582	881
Grande Prairie.....	1,716	1,753	CANADA.....	642,650	767,788
Lethbridge.....	2,374	2,767	Males.....	496,099	594,904
Medicine Hat.....	1,161	1,259	Females.....	146,551	172,884
Red Deer.....	1,809	2,102			

①Preliminary subject to revision.

②Includes 1033 registrations reported by the local office at Magdalen Islands.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, D.B.S. from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 270, February issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT.

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1962—February.....	4,092,000	3,373,300	718,700*
January.....	4,208,000	3,509,500	698,500*
1961—December.....	4,198,000	3,594,800	601,200*
November.....	4,081,000	3,695,000	386,000*
October.....	3,991,000	3,722,300	268,700
September.....	3,966,000	3,736,800	229,200
August.....	3,987,000	3,757,700	229,300
July.....	3,971,000	3,715,700	255,300
June.....	3,943,000	3,676,100	266,900
May.....	3,891,000	3,550,000	341,000
April.....	4,126,000	3,412,900	713,100
March.....	4,210,000	3,372,000	838,000
February.....	4,247,000	3,374,200	872,800

* By virtue of seasonal benefit class B, the claimant count during the seasonal benefit period may include a number of persons who were not represented in the insured population within the last six months. This explains, in part, unequal variations in the month-to-month movement of the employed and claimants.

**TABLE E-2—CLAIMANTS* CURRENTLY REPORTING TO LOCAL OFFICES BY
NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,
AND PERCENTAGE POSTAL, MARCH 30, 1962**

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Number of weeks on claim							Percent- age Postal	March 31, 1961 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over		
Canada.....	687,450	118,369	54,714	100,227	119,548	136,625	68,815	89,152	44.0	837,961
Male.....	547,100	96,644	44,270	81,000	95,793	116,649	55,081	57,663	43.0	670,517
Female.....	140,350	21,725	10,444	19,227	23,755	19,976	13,734	31,489	28.2	167,444
Newfoundland.....	35,990	3,239	2,327	5,706	7,966	11,188	3,081	2,483	84.0	36,626
Male.....	34,035	3,058	2,212	5,434	7,566	10,840	2,905	2,020	85.3	34,622
Female.....	1,955	181	115	272	400	348	176	463	60.2	2,004
Prince Edward Island....	6,906	327	254	640	1,553	2,900	807	425	77.6	6,999
Male.....	5,819	262	197	555	1,341	2,524	660	280	80.3	5,981
Female.....	1,087	65	57	85	212	376	147	145	63.7	1,018
Nova Scotia.....	43,371	8,887	2,385	4,858	8,822	9,012	4,080	5,327	54.7	47,539
Male.....	38,119	8,250	2,012	4,195	7,861	8,217	3,584	4,000	56.4	41,906
Female.....	5,252	637	373	663	961	795	496	1,327	42.6	5,633
New Brunswick.....	38,536	5,297	2,670	5,435	7,588	9,896	3,740	3,910	72.6	43,262
Male.....	32,932	4,809	2,381	4,834	6,611	8,745	3,109	2,443	75.6	37,345
Female.....	5,604	488	289	601	977	1,151	631	1,467	54.8	5,917
Quebec.....	207,675	36,221	18,174	33,312	34,181	41,199	19,161	25,427	45.1	267,570
Male.....	171,116	29,547	15,460	28,822	28,994	36,310	15,497	16,486	49.0	219,730
Female.....	36,559	6,674	2,714	4,490	5,187	4,889	3,664	8,941	27.3	47,840
Ontario.....	195,136	34,840	15,999	27,786	32,401	34,092	20,531	29,487	26.1	248,515
Male.....	143,506	26,453	11,877	20,516	23,561	27,108	15,626	18,365	27.9	184,615
Female.....	51,630	8,387	4,122	7,270	8,840	6,984	4,905	11,122	21.0	63,900
Manitoba.....	33,777	4,995	2,765	5,589	6,657	6,627	3,278	3,866	35.2	36,960
Male.....	26,262	3,962	2,136	4,215	5,100	5,477	2,639	2,733	40.1	29,543
Female.....	7,515	1,033	629	1,374	1,557	1,150	639	1,133	17.9	7,417
Saskatchewan.....	24,867	2,911	1,714	3,512	4,857	5,775	3,264	2,834	53.7	26,649
Male.....	19,762	2,318	1,361	2,731	3,722	4,970	2,794	1,876	58.7	21,841
Female.....	5,105	593	353	781	1,135	815	470	958	34.5	4,808
Alberta.....	37,878	9,030	3,545	5,957	6,373	5,854	3,429	3,690	64.1	43,567
Male.....	30,049	7,590	2,863	4,528	5,112	4,920	2,739	2,297	66.5	34,825
Female.....	7,829	1,440	682	1,429	1,261	934	690	1,393	54.9	8,742
British Columbia.....	63,314	12,622	4,881	7,432	9,150	10,082	7,444	11,703	32.9	80,274
Male.....	45,500	10,395	3,771	5,170	5,925	7,548	5,528	7,163	36.7	60,109
Female.....	17,814	2,227	1,110	2,262	3,225	2,534	1,916	4,540	23.4	20,165

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
MARCH, 1962**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	7,142	5,459	1,683	7,258	6,250	1,008	2,003
Prince Edward Island.....	1,108	929	179	1,040	940	100	342
Nova Scotia.....	14,233	7,338	6,895	13,932	12,729	1,203	2,974
New Brunswick.....	10,963	8,439	2,524	10,398	9,250	1,148	2,914
Quebec.....	67,683	50,431	17,252	69,895	60,209	9,686	17,488
Ontario.....	68,868	46,725	22,143	70,966	60,939	10,027	15,033
Manitoba.....	10,350	8,127	2,223	10,295	8,993	1,302	2,027
Saskatchewan.....	6,595	5,312	1,283	6,712	5,880	832	1,412
Alberta.....	14,169	10,048	4,121	14,511	12,505	2,006	3,042
British Columbia.....	24,702	14,855	9,847	24,037	20,541	3,496	6,029
Total, Canada, March 1962.....	225,813	157,663	68,150	229,044	198,236	30,808	53,264
Total, Canada, February 1962.....	205,643	140,232	59,411	217,144	183,545	33,599	55,495
Total, Canada, March 1961.....	259,399	182,980	76,419	252,245	224,150	28,095	70,132

* In addition, revised claims received numbered 50,753.

† In addition, 52,401 revised claims were disposed of. Of these, 5,987 were special requests not granted and 2,662 were appeals by claimants. There were 11,841 revised claims pending at the end of the month.

**TABLE E-4—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,
MARCH 1962**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	148,471	3,565,525
Prince Edward Island.....	35,146	754,106
Nova Scotia.....	170,318	3,922,160
New Brunswick.....	149,074	3,324,348
Quebec.....	813,539	20,413,939
Ontario.....	830,839	20,314,954
Manitoba.....	147,896	3,612,411
Saskatchewan.....	115,767	2,836,453
Alberta.....	146,837	3,728,122
British Columbia.....	252,866	6,354,595
Total, Canada, March 1962.....	2,810,753	68,826,613
Total, Canada, February 1962.....	2,361,458	57,988,335
Total, Canada, March 1961.....	3,551,350	85,187,924

* "Weeks paid" represent the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year.....	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year.....	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—May.....	129.0	123.2	132.9	112.4	141.8	155.3	146.0	115.8
June.....	129.0	123.5	132.9	112.5	141.2	155.0	145.8	115.8
July.....	129.0	124.9	132.9	112.2	138.7	155.1	145.0	115.8
August.....	129.1	125.3	132.9	112.1	139.0	154.6	145.4	116.1
September.....	129.1	123.2	133.5	113.1	140.0	155.0	146.7	117.3
October.....	129.2	123.3	133.6	113.6	140.0	155.3	146.2	117.3
November.....	129.7	123.6	133.7	114.0	141.5	156.7	146.3	117.3
December.....	129.8	124.5	133.8	113.7	141.1	156.8	146.3	117.3
1962—January.....	129.7	124.8	134.0	111.6	140.6	156.8	146.6	117.3
February.....	129.8	125.0	134.0	111.8	140.7	157.2	146.7	117.2
March.....	129.7	124.4	134.0	112.9	139.9	157.2	146.7	117.5
April.....	130.3	125.8	134.0	113.2	140.2	158.1	146.6	117.9
May.....	130.1	124.5	134.5	112.8	140.4	158.2	147.1	117.9

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA
AT THE BEGINNING OF APRIL 1962**

1957 Weighted

(1949=100)

	All Items			Food	Housing	Clothing	Transp.	Health and Personal Care	Recreation and Reading	Tobacco and Alcoholic Beverage
	April 1961	(¹) March 1962	April 1962							
(1) St. John's, Nfld..	116.8	116.7	117.4	112.2	113.3	111.8	123.1	154.3	151.4	98.9
Halifax.....	12.5	129.7	130.0	121.9	133.8	123.3	139.3	160.1	163.1	123.9
Saint John.....	123.1	130.8	131.1	125.0	131.1	121.3	143.6	179.9	150.1	124.3
Montreal.....	123.7	130.1	130.5	130.3	133.9	106.7	160.8	164.2	141.0	118.7
Ottawa.....	129.1	131.0	131.7	125.1	137.3	118.4	154.1	162.7	142.6	124.4
Toronto.....	130.1	131.7	132.1	123.7	139.5	117.6	134.3	156.0	182.2	122.5
Winnipeg.....	127.1	128.3	128.9	127.9	128.8	117.7	132.5	172.0	138.7	120.6
Saskatoon-Regina..	124.8	126.7	127.3	123.7	126.9	126.9	135.7	144.3	146.3	119.5
Edmonton-Calgary	124.5	125.0	125.5	119.7	126.9	120.1	130.2	161.1	141.4	119.5
Vancouver.....	129.9	129.2	129.2	124.7	134.2	116.7	137.3	150.1	146.4	121.0

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951=100.

(2) Revised in line with 1957 Family Expenditure Survey.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the National Employment Service. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 114, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1957-1962

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
1959.....	203	218	100,127	2,288,900	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
1961: April.....	20	32	6,437	67,880	0.07
May.....	35	50	12,182	106,320	0.10
June.....	22	39	12,404	127,790	0.12
July.....	28	41	8,806	94,680	0.09
August.....	32	47	8,347	64,660	0.06
September.....	32	53	10,647	105,080	0.10
October.....	30	56	40,400	416,660	0.38
November.....	24	49	11,059	122,100	0.11
December.....	13	40	22,000	140,890	0.13
*1962: January.....	20	40	9,174	85,420	0.08
February.....	15	44	10,855	72,070	0.07
March.....	30	46	12,426	143,800	0.14
April.....	18	40	12,328	142,770	0.14

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, APRIL 1962, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....			
Mines.....	1	950	220
Manufacturing.....	19	6,197	86,890
Construction.....	10	3,086	33,450
Transp. & utilities.....	4	1,556	17,760
Trade.....	4	82	1,600
Finance.....			
Service.....	2	457	2,850
Public administration.....			
All industries.....	40	12,328	142,770

TABLE G-3—STRIKES AND LOCKOUTS, APRIL 1962, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....	2	1,100	520
New Brunswick.....	1	41	660
Quebec.....	6	5,245	76,570
Ontario.....	19	4,430	47,980
Manitoba.....	1	42	760
Saskatchewan.....	1	300	1,350
Alberta.....	2	171	2,560
British Columbia.....	7	199	3,570
Federal.....	1	800	8,800
All jurisdictions.....	40	12,328	142,770

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
APRIL 1962**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			April	Accu- mulated		
MINES <i>Mineral Fuels</i> Old Sydney Colliery, Sydney Mines, N.S.	Mine Workers Loc. 4544 (Ind.)	950	220	220	Apr. 26 Apr. 27	Suspension of maintenance crew~Return of workers pending decision of adjust- ment board.
MANUFACTURING <i>Rubber</i> Firestone Tire and Rubber, Hamilton, Ont.	Rubber Workers Loc. 113 (AFL-CIO/CLC)	156 (200)	620	620	Apr. 23 Apr. 26	Piece-work rates~Return of workers.
<i>Textiles</i> Canadian Celanese, Drummondville, Que.	Textile Workers' Union Loc. 1435 (AFL-CIO /CLC)	1,900	38,000	62,350	Mar. 17	Wages, hours, Rand formula, health plan, seniority~
<i>Knitting Mills</i> Nova Scotia Textiles, Windsor, N.S.	United Textile Workers Loc. 159 (AFL-CIO /CLC)	150	300	450	Mar. 30 Apr. 4	New piece work rates follow- ing installation of automatic machinery~Return of work- ers pending further negotia- tions.
<i>Wood</i> Western Plywood (Alta.) Edmonton, Alta.	Woodworkers Loc. 1-207 (AFL-CIO/CLC)	119	2,460	4,000	Mar. 15	Wages, hours, union security ~
<i>Primary Metals</i> Barber Die Casting, Hamilton, Ont.	Steelworkers Loc. 4153 (AFL-CIO/CLC)	115	120	240	Mar. 30 Apr. 3	Grievance procedures~Ret- urn of workers.
<i>Machinery</i> Rockwell Mfg., Guelph, Ont.	Moulders Loc. 92 (AFL-CIO/CLC)	165	3,300	3,300	Apr. 3	Wages~
<i>Transportation Equipment</i> Chrysler Corporation, Windsor, Ont.	Auto Workers Loc. 444 (AFL-CIO/CLC)	3,000	36,000	123,000	Feb. 19 Apr. 18	Wages, fringe benefits~17¢ an hr. increase over a 3-yr. period; improved fringe bene- fits.
CONSTRUCTION Associated General Contrac- tors of Saskatoon, Saskatoon, Sask.	Carpenters Loc. 1805 (AFL-CIO/CLC)	300	1,350	1,350	Apr. 3 Apr. 9	Wages~6¢ an hr. increase immediately, 5¢ an hr. Apr. 1, 1963.
Builders Association of the Eastern-Townships, Sherbrooke, other centres, Que.	Building Workers Federa- tion (CNTU)	2,500	30,000	30,000	Apr. 12	Working conditions, wages~
TRANSP. & UTILITIES <i>Transportation</i> Various trucking firms, Quebec and Ontario.	Teamsters Loc. 106 (Ind.)	800	8,800	8,800	Apr. 16	Wages in a 3-yr. contract~
Various trucking firms, Montreal, other points, Que.	Teamsters Loc. 106 (Ind.)	700	8,000	8,000	Apr. 16	Wages in a 3-yr. contract~
SERVICE INDUSTRIES <i>Personal Services</i> Royal York Hotel, Toronto, Ont.	Hotel Employees Loc. 299 (AFL-CIO/CLC)	445	2,540	178,760	Apr. 24* Apr. 9	Wages, notice of lay-off~ Wage increase 2½¢ an hr. immediately, 1¢ in 18 months; seven days notice of lay-off after 8 yrs.

Figures in parentheses indicate the number of workers indirectly affected.

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